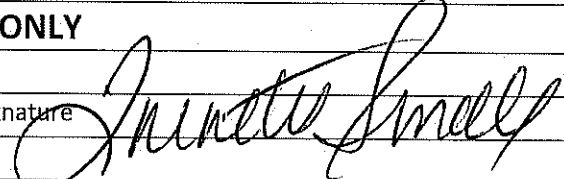


Employee	Joris Ray	Department	Academic Ops & School Support
Employee #	19516	Cost Center	10030-Asst Superintendent-Academic Ops & School Support
Date	06/15/2018	Change Effective Date	06/15/2018
Action	Bonus	Annual Bonus	
CURRENT POSITION SPECIFICATIONS		UPDATED POSITION SPECIFICATIONS	
Current Position Title/Code	Assistant Superintendent Academic Operations	Updated Position Title/Code	
Current PCN	30968	Updated PCN	
Current Department	Academic Ops & School Support	Updated Department	
Current Account #		Updated Account #	
Salary:	\$5,000.00 annual bonus	Salary:	
Job Class:	23 - 12 Month Central Office Salaried	Job Class:	Choose an item.
Calendar Type:	12MS - 12 Month Salaried	Calendar Type:	Choose an item.
EEO:	01 - Officials/Administrators	EEO:	Choose an item.
Salary Schedule:	SALRS-EXEMPT	Salary Schedule:	Choose an item.
FLSA:	Exempt	FLSA:	Choose an item.
Pension Type:	TNCR1 - TN Certified Retirement, OASDI, Medicare	Pension Type:	Choose an item.
Row Level (Pay Grade):	19 - Pay Code 19	Row Level (Pay Grade):	Choose an item.
REQUIRED APPROVALS			
Department Director/Chief			
HR USE ONLY			
Chief of HR/ HR Director (Print)	Trinette Small	Signature	 Date 6-26-18
Compensation Manager (Print)		Signature	Date
Employee Enterprise Manager (Print)		Signature	Date Loaded

Employee	Joris Ray	Department	Asst Superintendent-Academic Operations & School Support
Employee #	19516	Cost Center	10030-Asst Superintendent-Academic Operations & School Support
Date	02/19/2018	Change Effective Date	01/01/2018
Action	Adjustment		
CURRENT POSITION SPECIFICATIONS		UPDATED POSITION SPECIFICATIONS	
Current Position Title/Code	Assistant Superintendent Academic Operations	Updated Position Title/Code	Assistant Superintendent Academic Operations
Current PCN	30968	Updated PCN	30968
Current Department	Asst Superintendent-Academic Operations & School Support	Updated Department	Asst Superintendent-Academic Operations & School Support
Current Account #		Updated Account #	
Salary:	\$142,698.00	Salary:	\$147,900.00
Job Class:	23 - 12 Month Central Office Salaried	Job Class:	23 - 12 Month Central Office Salaried
Calendar Type:	12MS - 12 Month Salaried	Calendar Type:	12MS - 12 Month Salaried
EEO:	01 - Officials/Administrators	EEO:	01 - Officials/Administrators
Salary Schedule:	SALRS-EXEMPT	Salary Schedule:	SALRS-EXEMPT
FLSA:	Exempt	FLSA:	Exempt
Pension Type:	TNCR1 - TN Certified Retirement, OASDI, Medicare	Pension Type:	TNCR1 - TN Certified Retirement, OASDI, Medicare
Row Level (Pay Grade):	19 - Pay Code 19	Row Level (Pay Grade):	19 - Pay Code 19
REQUIRED APPROVALS			
Department Director/Chief			
HR USE ONLY			
Chief of HR/ HR Director (Print)		Signature	Date
Compensation Manager (Print)		Signature	Date
Employee Enterprise Manager (Print)		Signature	Date Loaded






End-of-Year Conference for RAY, JORIS

Date Printed: 09/26/2018

The evaluator will assess goal attainment and discuss year end performance and click share for the employee to view the score summary. Both the evaluator and employee Finalize the Conference. Both the evaluator and employee Finalize the Conference. When the Evaluator clicks "Finalize" to confirm the conference container will lock.


Section I: Employee Information	
1.	<div>Review Period from 07/01/2017</div> <div>Review Period to 06/30/2018</div> <div>Review Date 05/31/2018</div> <div>Employee Name Ray, Joris</div> <div>Employee Job Title/Position</div> <div>Supervisor/Principal Name Griffin, Sharon Patrice</div> <div>School/Department Shelby: Asst Superintendent-Academic Ops & School Support</div> <div>Employee ID Number (SCS Assigned Identifier) 19516</div>
Job Performance Objectives	
1.	<div>Job Objectives 1 Manage Instructional Leadership Directors/Principals by training/coaching in leadership development</div> <div>Job Objectives 2 Collaborate with central office/school staff to ensure strategies align with measures of effectiveness</div> <div>Job Objectives 3 Provide assistance to ILDs/Principals to receive targeted support aligned to the development needs identified in the observation/evaluation process</div> <div>Job Objectives 4 Monitor progress of ILDs/Principals/school data to ensure the most effective professional development and support is provided</div> <div>Job Objectives 5 Supervise staff/ILDs to establish standards and effectively train, motivate, delegate, monitor and evaluate performance</div>
Section II: Competencies	
1.	Competencies

Observation summary for: Ray, Joris for Assessment :
End-Of-Year Self-Assessment 17-18

By		Activity Name				
 Ray, Joris		End-of-Year Self-Assessment				
Competency		1-Significantly Below Expectations	2-Below Expectations	3-Meeting Expectations	4-Above Expectations	5-Significantly Above Expectations
1. Communication						
Performed by	Specific Evidence to Support Score (Required)					
 Joris Ray 5/31/2018 09:15 AM	-Prepares detailed analytical reports on constituent services to communicate prevailing concerns and call trends within the district. -Currently working on resources for principals including a reference for ESSA and a SOP handbook -Provides feedback to employees regarding deliverables and performance within 48 hours of weekly deliverables submissions -Class is being taught in purposeful communication for school administrators. -Led cross-functional projects such as Recruit, Retain & Reclaim and SSLA, successfully implementing both initiatives and providing positive budget impact to the District -Utilizes clear and articulates oral and written communication with the targeted audience in mind when formulating emails and district notifications. -Emails Homeless student referral forms					
2. Collaboration						
Performed by	Specific Evidence to Support Score (Required)					
 Joris Ray 5/31/2018 09:15 AM	-Demonstrates commitment to lead projects such as high school graduations in collaboration with school leaders, printing & security. -Continues relationships with community agencies such as Las Americas, Latino Memphis, and Conexon Americas; Attends to and contributes to the MidSouth Latino Chamber of Commerce, and is a Board member of TN TESOL and member of TESOL. These connections allowed network capabilities with other ESL professionals and promote SCS ESL teachers. Additionally, ESL collaborates regularly via meetings and emails with programs such as FACE, C & I, Accountability, Assessment, and RTI. -Leads the online process with 46 schools, parents and administrators. -Facilitates weekly staff meetings where staff collaborates to implement best practices and address areas of concerns. -Expertise and collaboration is sought by central office personnel all over the school district. A few recent examples are: facilities, academics, policy, planning, ASD and SCORP. -Led cross-functional projects such as Recruit, Retain & Reclaim and SSLA, successfully implementing both initiatives and providing positive budget impact to the District - Skills of networking with the central office department to bring issue to a solution.					
3. Professionalism and Responsibility						
Performed by	Specific Evidence to Support Score (Required)					
 Joris Ray 5/31/2018 09:15 AM	-Takes ownership for assignments and is a model to others on paying attention to detail, quality of work and friendly attitude. -Ensures that all we do in ESL is in alignment with D2025. While gaining English language proficiency is the goal for our students, gaining academic success is ingrained into the WIDA standards. This is emphasized in every aspect of ESL on a daily basis. -meets with 100s of parents to resolve many issues - Gathers data and generate report for key areas -Pride is taken on keeping the needs of students at the forefront of all actions. There are no negative customer responses and the initiative to seek high level improvement/change management is taken which result in student centered short and long term improvement. -Led cross-functional projects such as Recruit, Retain & Reclaim and SSLA, successfully implementing both initiatives and providing positive budget impact to the District -Sound and consistent fiscal operation and adequate safeguarding of financial resources through site visits and conferences with school administration is ensured.					


4. Self-Management



Performed by	Specific Evidence to Support Score (Required)
 Joris Ray 5/31/2018 09:15 AM	-Coaches team on how to be better organize, discipline, and manage their work Independently (developed script & call monitoring) -Set daily and future goals by setting responsibilities/ deadlines on calendar, and make daily written task lists -ask others for feedback on presentations -Utilizes upward feedback, monthly data, and feedback from schools, parents, and staff to guide division protocol and practices -While self-evaluate of performance and also the performance of peers and subordinates, improvement in this area needs to be continued. Personal organization skills are not what they need to be and therefore, improving to coach others to improve their organizational effectiveness is needed. -Goals are set (as presented in Cabinet and at Board meetings) and achieved through excellent prioritization and execution -Goals and objectives have been established for all departments


5. Adaptability



Performed by	Specific Evidence to Support Score (Required)
 Joris Ray 5/31/2018 09:15 AM	-Models to others how to handle high-stress calls and produce high-quality results when interacting with difficult customers -Tasks have been completed that are needed to make this program and district run effectively and remain in compliance. -Change processes based on input from various sources -Adjust to shifts in demands and deadlines for short-term and long term goals -Flexibility is modeled in approaching responsibilities, especially during unusual or high stress situations, How to handle high-stress situations and produce high-quality performance results is being modeled to others. This is especially true for new and struggling principals who tend to negatively respond to high stress situations -The implementation of large initiatives that our department undertakes constantly change due to circumstances outside of our department. Our methods and processes are adaptive based on feedback from cross-functional teams - Strong support of financial secretaries, as the area grows, I have to adapt quickly by learning new systems and performing with an attitude of success -We have identified a lead and team from the district who has the responsibility of developing and ensuring implementation of a systemic, tiered approach to reducing chronic absence


6. Knowledge





Performed by	Specific Evidence to Support Score (Required)
 Joris Ray 5/31/2018 09:15 AM	-Demonstrates expert knowledge of the procedures and protocols and guides to others to appropriately adhere to district policies -My knowledge of ESL Federal and State Policies, and ESL ESSA accountability measures help me to guide our district leaders to meet and exceed OCR requirements and ESL best practices -enrolled in superintendent's leadership academy for first semester -Utilizes/Documents/References Tenn. Code Annotated, and district and department policy when making decisions author of the protocol and procedures guide for the entire school district. My most important responsibility is as a coach and mentor of principals -Knowledge of district processes is demonstrated through our work with cross-functional teams on large district initiatives, and is evolving as new processes from each department emerge - Knowledge/understands and apply BOE policies and state/federal laws to school situations daily

7. Problem Solving



Performed by	Specific Evidence to Support Score (Required)
 Joris Ray 5/31/2018 09:15 AM	-Use data & observation to help others identify potential problems and guides them to a resolution before performance is affected -Through our bi-monthly ESL Advisor meeting, and meetings with Bilingual Counselors, I am able to offer pertinent information to help guide decisions regarding curriculum, PD, and student registration, and bilingual assistance -Always gathers multiple sources of information before attempting to solve a problem -Actively listens to customer complaints and employee feedback to adequately address concerns -I am the main resource for mentoring of district and school administrators in problem solving. School operations by definition is a problem solving part of the overall school administration experience. My main function is to use problem solving techniques to resolve non-instructional problems - Problems are solved immediately when necessary with solutions that best benefit all stakeholders, as in the SSLA and other recruiting efforts, Solution finding is modeled with employees as tasks with difficult issues unfold -As problems arise, I analyze audit finding data and develop a plan to train all financial secretaries

Performed by	Area(s) of Strength
 Joris Ray 5/31/2018 09:15 AM	Knowledge of work Adaptability Productivity Staff Management

Performed by	Area(s) of Improvement
 Joris Ray 5/31/2018 09:15 AM	Continue to provide professional development and support to Principals/ILDs to ensure all strategies align with D2025

Section III: Goal Attainment Ratings

To automatically see edited goal attainment ratings in the score summary, please refresh your screen (PC Users - press F5 button, Mac Users - press fn, control, then F5 button). You can also leave this activity and re-enter the activity to refresh scores.

1. Goal 1
Supervise staff/ILDs to establish standards
- Results 1
- District Priority # 1
Priority #2
- Rating 1
4 = Above Expectations
- Goal 2
To improve district-wide culture, climate
- Results 2
- District Priority # 2
Priority #3
- Rating 2
5 = Significantly Above Expectations

Goal 3

School Compliance staff will provide tra

Results 3

District Priority # 3

Priority #3

Rating 3

5 = Significantly Above Expectations

Goal 4

Increase the number of students particip

Results 4

District Priority # 4

Priority #2

Rating 4

4 = Above Expectations

Goal 5

We will Increase the enrollment of tradl

Results 5

District Priority # 5

Priority #1

Rating 5

5 = Significantly Above Expectations

Section IV: Score Summary

To automatically see edited scores, please refresh your screen (PC Users - press F5 button, Mac Users - press fn, control, then F5 button). You can also leave this activity and re-enter the activity to refresh scores.

1.

Section II Score

0

Section III Score

0

Final Performance Score

0

Performance Rating

Comments

NOTE: If the End-of-year performance rating is less than Meeting Expectation (3) and the Supervisor is recommending termination, a copy of the End-of-year Conference and all supporting documentation (progressive disciplinary actions, write-ups, emails, etc.) must be attached to the conference form and submitted to the Department of Labor and Employee Relations.

Employee Sign Off

- 1. Sign-Off Options
Understand and Agree

FELICIA T FREENEY

From: TRINETTE C SMALL
Sent: Monday, February 19, 2018 3:43 PM
To: FELICIA T FREENEY
Cc: SIEERA M SHAW
Subject: Jan 2018 Salary Increases

Hi Felicia,

Can you have Ms. Shaw to prepare the paperwork for the salary increases recommended by Supt Hopson in Jan 2018? I know we have already processed them, but I wanted to his official signature on the paperwork for file purposes.

Also, there was an a miscommunication by Chief of Staff office to Dr. Ray regarding his salary. We originally process an increase of \$145,000 for Dr. Ray; COS office communicated the \$145,000 salary prior to the 2%; their understanding the 2% would be processed on top of the 145,000; can you also make that correction for this pay period (back to 1-1-2018) and prepare the revised paperwork for Supt Hopson's signature?

Thanks!

Trinette Small, SHRM-SCP, IPMA-CP
Chief of Human Resources
Shelby County Schools
160 S. Hollywood - Rm C-120
Memphis, TN 38112
Phone: 901-416-5344
Fax: 901-416-6463
smalltc@scsk12.org



Division of Human Resources

To: Personnel File
From: Superintendent Dorsey Hopson
Date: October 16, 2014
Re: Promotion

Employee Name: Joris Ray

SS#/ID#: [REDACTED]

Current Position: Director of Alternative Schools

Current Department: Alternative Schools

Current Salary Grade/Step: Pay Code 17

Current Salary: \$128,504.00 /yr

☐ Reclassification ☒ Title Change ☐ Reclassification
☐ Downgrade ☐ Position Conversion

Classification Action: Promotion

New Position: Assistant Superintendent - Operations

New Department: Academics

New Position Job Code: 17

New Position Salary Grade/Step: Paycode 17

New Salary: \$132,500 /yr

Salary Percentage Difference: N/A %

Supplements HED ☐ On ☐ Off

Term of Employment: ☐ 9 month ☐ 10 month ☐ 11 month ☒ 12 month

Type of Employment: ☒ Permanent ☐ Interim

Effective Date: October 2, 2014

Required Approvals

Immediate Supervisor Approval		/		Date	
Print Name		Signature			
Department Head Approval		/		Date	
Print Name		Signature			
BUDGETARY CODING:		Fund	Project	Object	Function
					Loc
					PCN
		<small>Assigned by Fiscal Services</small>			
Budget Owner's Approval		/		Date:	
Print Name		Signature			
Fiscal Services Approval		/		Date:	
Print Name		Signature			
Superintendent/Chief of Staff Approval		/		Date	

Return Completed Form to: The Office of Compensation
SCS Board of Education Rm 120



Division of Human Resources

To: Personnel File
From: Superintendent Dorsey Hopson
Date: August 8, 2014
Re: Merit Increase

Employee Name: Joris Ray

SS#/ID#: [REDACTED]

Current Position: Director of Alternative Schools 174666

Current Department: Alternative Schools

Current Salary Grade/Step: Pay Code 17

Current Salary: \$120,504.00 /yr

Classification Action: Merit Increase

☐ Reclassification Title Change

☐ Downgrade ☐ Position Conversion

New Position: Director of Alternative Schools

New Department: Alternative Schools

New Position Job Code: 17

New Position Salary Grade/Step: Paycode 17

New Salary: \$128, 504.00 /yr

Salary Percentage Difference: 6.639 %

Supplements HED ☐ On ☐ Off

Term of Employment: ☐ 9 month ☐ 10 month ☐ 11 month ☒ 12 month

Type of Employment: ☒ Permanent ☐ Interim loaded

Effective Date: August 8, 2014 8/25/2014

Required Approvals

Immediate Supervisor Approval _____ / _____ **Date** _____
Print Name Signature

Department Head Approval _____ / _____ **Date** _____
Print Name Signature

BUDGETARY CODING: Fund _____ Project _____ Object _____ Function _____ Loc _____ PCN _____
Assigned by Fiscal Services

Budget Owner's Approval _____ / _____ **Date:** _____
Print Name Signature

Fiscal Services Approval _____ / _____ **Date:** _____
Print Name Signature

Superintendent/Chief of Staff Approval _____ **Date** _____
Signature

Return Completed Form to: The Office of Compensation
SCS Board of Education Rm 120



Ray, JORIS

NEW EMPLOYEE CHECKLIST

Location: _____
Category: _____

All Employees will provide documentation for Parts A and B. In addition, based on your position provide documentation for:
Certificated: Part C Paraprofessionals: Part D ALL Cafeteria workers: Part E All Substitute workers: Part F

Parts A & B: To be completed by all employees

Employment Records

- ☒ Application (completed)
- ☒ Personal Data Sheet
- ☒ Employment Agreement
- ☒ Fingerprint Identification Form (completed)
- ☒ Conflict of Interest/ Moonlighting
- ☒ Voluntary Self Identification
- ☒ Official Transcript(s)
 - ☐ High School (Showing graduation date)
 - ☒ College/University (showing Degree-Exception: based on position) Two (2) Copies
- ☒ Physical Exam (taken within last ninety days)
- ☒ Photo (recent photo-originals only)
- ☒ W-4 Form
- ☒ I-9 Form (items for verification)
 - ☐ Two (2) Copies of Driver's License
 - ☐ Two (2) Copies of Social Security Card
- ☐ Tennessee Consolidated Retirement System Membership Form (full-time only)
- ☐ Authorization for Direct Deposit (optional)
- ☒ Verification of Employment Experience (if applicable/must submit no later than Jun30th)

Part C: Certificated/Licensed Employees Only

- ☒ Contract of Employment
- ☒ Tennessee Teaching Certificate (Original Superintendent's copy)
- ☐ Personnel Record Form (Teacher or Principal)
- ☒ Responsibility Statement
- ☐ Teacher's Oath
- ☐ NCLB HQ Status Form
- ☐ DD-214
- ☐ New Graduates (Submit copy of licensure Documentation from school; this could include a letter from the certification officer and/or a copy of your application for TN licensure)
- ☐ Out of State Teacher License (Submit TN Licensure application to HR. HR will file your application with the State Department of Education)

Part D: Paraprofessionals Only

- ☐ NCLB HQ Status Form
- Documentation required:
 - A minimum of 48 semester college hours
 - Passing test score of the ParaPro or WorkKeys Exam

Part B: New Hire/Benefits Orientation Policies & Procedures

- ☐ Attendance/Tardiness
- ☐ Benefits
- ☐ Certification/HQ/License Renewal
- ☐ Confidentiality
- ☐ Conflict of Interest/ Moonlighting
- ☐ Drug/ Smoke Free Workplace
- ☐ Harassment/Discrimination
- ☐ Leave of Absence
- ☐ Lunch /Break Periods
- ☐ Performance Evaluations
- ☐ Probationary Period
- ☐ Salary Adjustment
- ☐ Substitute Management System

Part E: Classified Employees Only

- ☐ TB Skin Test (food service workers & nurses only) negative results within last ninety days

Part F: Classified Substitute Employees Only

- ☐ Substitute availability Form
- ☐ Substitute Secretary
- ☐ Substitute Helper
- ☐ Substitute Attendant

Complete Employment Records

I have attended the New Hire/Benefits Orientation and understand all the information that was presented. I understand that the above information is missing and must be submitted to The Division of Human Resources by ____/____/____ to complete my employment file and failure to do so may result in termination.

_____/____/____
Employee Signature Date

_____/____/____
Human Resources Representative Date



2597 Avery Avenue • Memphis, Tennessee 38112-4892 • (901) 416-5300

Reply to the office of:
Patricia Pratt-Cook, Director
Division of Human Resources
pratt-cook@mcsk12.net
Phone (901) 416-5500
Fax (901) 416-6459

August 14, 2006

Joris Ray



Dear Mr. Ray:

This letter is to confirm your appointment as Director of Alternative Programs effective July 1, 2006. Your salary as Director will be \$3375 bi-weekly, and this will be reflected on your check of July 28, 2006. In addition, you will receive an auto allowance of \$162 bi-weekly.

Congratulations! We wish to extend our best wishes to you!

If there are any questions, please do not hesitate to contact our office.

Sincerely,

A handwritten signature in cursive script, reading "Patricia Pratt-Cook".

Patricia Pratt-Cook, Director
Division of Human Resources

cc: Mr. Alfred Hall
File

TEACHER'S OATH OF ALLEGIANCE

I, Joris M. Ray, do affirm that I am a citizen of the United States of America and do solemnly swear that I will support the constitution of the State of Tennessee and of the United States of America, so help me God.

Signature:

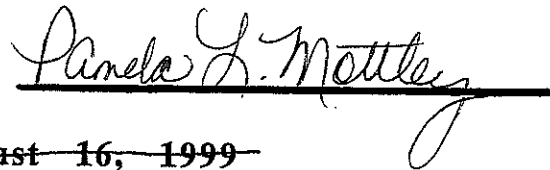


Date:

7-18-97

Subscribed and sworn to before me, a notary public in and for Shelby County, State of Tennessee, this 18th day of July, 1997.

Notary Public:



My Commission Expires: ~~August 16, 1999~~

Ray Joris Marquis

FREED-HARDEMAN UNIVERSITY

ID number: [REDACTED]

Henderson, Tennessee 38340

Sex: Male

Birth date: [REDACTED]

"Teaching how to live and how to make a living."

This record is not official unless it is signed, dated and sealed.

The student is eligible for re-entry unless otherwise stated.

Report date: 07-Jun-00

Page 1 of 1

Registrar

Course	Description	Grade	Hrs. Att.	Hrs. Earned	Quality Points	Course	Description	Grade	Hrs. Att.	Hrs. Earned	Quality Points
FALL 1998						SPRING 2000					
EDU500	INTRO TO GRAD STUDY	N @	0	0		EDU504	CURRICULUM DEVELOP	B @	3	3	9
EDU502	SCHOOL & SOCIETY	A @	3	3	12	EDU612	SCHOOL/COMM RELATNS	A @	3	3	12
EDU505	INST THEORY/DESIG	A @	3	3	12	EDU695A	INTERNSHIP (ADMIN)	A @	3	3	12
Graduate Attempt Earned Points Divisor GPA						Graduate Attempt Earned Points Divisor GPA					
Current Term	6	6	24	6	4.000	Current Term	9	9	33	9	3.667
Cumulative	6	6	24	6	4.000	Cumulative	39	39	144	39	3.692
SPRING 1999						ED LEADERSHIP ADMIN AND SUPER, 640					
EDU501	RESEARCH METHODS	B @	3	3	9	GRADUATED WITH M.ED. DEGREE ON 5/6/00					
EDU503	DEVELOP PSYCH	A @	3	3	12	MAJOR: CURRICULUM & INSTRUCTION					
Graduate Attempt Earned Points Divisor GPA						END OF TRANSCRIPT					
Current Term	6	6	21	6	3.500						
Cumulative	12	12	45	12	3.750						
SUMMER 1999											
EDU513	EDUCATION LAW	A @	3	3	12						
EDU601	FOUND SCH ADM/SUPRV	B @	6	6	18						
EDU610	MID MGT & ORG BEHAV	A @	3	3	12						
Graduate Attempt Earned Points Divisor GPA											
Current Term	12	12	42	12	3.500						
Cumulative	24	24	87	24	3.625						
FALL 1999											
EDU506	COMPU APPLIC EDUC	A @	3	3	12						
EDU611	SCHOOL BUSINESS MGT	A @	3	3	12						
Graduate Attempt Earned Points Divisor GPA											
Current Term	6	6	24	6	4.000						
Cumulative	30	30	111	30	3.700						

Accredited by the Commission on Colleges of the Southern Association of Colleges and Schools; National Council for Accreditation of Teacher Education; Council on Social Work Education.

Grading Code (quality pts. in parentheses): H=Honors (4), A=Excellent (4), B=Good (3), C=Average (2), D=Low Passing (1), E=Withdrew Failing (0), F=Failing (0), I=Incomplete (0), X=Absent from Exam (0).

W=Withdrew Passing, N=Non-Credit, R=Repeated, P=Pass, M=Credit by Examination (included in Hrs. Earned but not in Hrs. Attempted, Quality Points, or G.P.A.). T=Teaching asst. In good standing unless otherwise indicated.



2597 Avery Avenue • Memphis, Tennessee 38112-4892 • (901) 325-5300

June 20, 2000

Joris Ray
Kirby Middle

Dear Mr. Ray

Pursuant to your filing a record of Master's your original 99/00 salary has been adjusted to \$1,463.08* per pay period or for the applicable fractional part of salary and pay periods based upon actual days worked, effective 05-06-2000.

If we can be of service to you in any way, please contact us.

Sincerely,

A handwritten signature in cursive script that reads "Ricks W. Mason, Jr.".

Ricks W. Mason, Jr., Director
Division of Personnel Services

RWM/cw



The University of Memphis

Office of the Registrar
Memphis, TN 38152 (901) 678-2671

Name: Joris Marquis Ray
Student Number: [REDACTED]

/Date of Birth

RECEIVED
JAN 15 1997
PERSONAL

Course Number	Course Title	Grade	Sem Hrs	Quality Points	Course Number	Course Title	Grade	Sem Hrs	Quality Points
Official Undergraduate Academic Record					-----Spring 1994-----				
Degrees Awarded:					COMM-2381	ORAL COMMUNICATION	C	3.00	6.00
Bachelor of Science in Education					ECON-2110	INTRO MACROECONOMICS	D	3.00	3.00
The College of Education					ISDS-2710	BUSINESS STATISTICS I	C	3.00	6.00
Major: Human Development & Learning, with					ISDS-2750	MGMT INFO COMPTR APPL	D	3.00	3.00
concentration in Elementary Education					POLS-1101	INTRO ANC POL THGT	B	3.00	9.00
(1-8 Licensure)					-----Summer 1994-----				
Cum GPA: 2.652					GEOG-1401	INTRO CULTURAL GEOG	C	3.00	6.00
NCATE					HIST-1301	WORLD CIVIL I	B	3.00	9.00
-----Fall 1992-----					PHYS-1010	INTRODUCTORY PHYSICS	W	(3.00)	
Admitted Program:					SOCI-3831	MARRIAGE AND FAMILY	C	3.00	6.00
The College of Education					-----Fall 1994-----				
Bachelor of Science in Education					BIOL-1051	HUMAN PERSPECTIVE I	B	3.00	9.00
Major: Human Development & Learning					EDPR-2111	DVLPMNT ACROSS LIFESPAN	B	3.00	9.00
MGMT-1010 INTRO TO BUSINESS					TCL-2601	CLINICAL EXPERIENCE	A	1.00	4.00
R&DS-0810 DVLPMNTL COMPOSITION					LEAD-2010	SCHOOL MLCI/TRL SET	C	3.00	6.00
R&DS-0821 DEVELOP ALGEBRA II					POLS-1100	AMERICAN GOVERNMENT	A	3.00	12.00
R&DS-0830 DVLPMNTL STUDY SKILLS					SPED-2000	INTRO EXCEPTNL LEARNERS	A	3.00	12.00
R&DS-0840 DVLPMNTL READING SKILLS					-----Spring 1995-----				
-----Spring 1993-----					CGFA-3001	ARTS IN EDUCATION	B	3.00	9.00
ENGL-1101 ENGLISH COMPOSITION					HLTH-3306	SCHL HLTH/SETY/FRST AID	B	3.00	9.00
GEOG-1101 PHYSICAL GEOLOGY					ICL-3000	PRINCIPLES OF TEACHING	A	3.00	12.00
HPER-1100 CONCEPTS/FITN & WELLNSS					ICL-3511	SCHL AND COMMUNITY REL	B	3.00	9.00
MATH-1211 COLLEGE ALGEBRA					PHED-3604	TCHG PE GRADES K-ELEM	B	2.00	6.00
PHED-1923 VOLLEYBALL					SOCI-3432	SOCIOLOGY OF GENDER	B	3.00	9.00
-----Summer 1993-----					-----Summer 1995-----				
ENGL-1402 ENGLISH COM/ANALYSIS					Concentration Changed To:				
HIST-2602 THE U S SINCE 1877					Human Development & Learning, with				
MATH-1211 COLLEGE ALGEBRA					concentration in Human				
SOCI-1111 INTRODUCTORY SOCIOLOGY					Learning-Licensure				
-----Fall 1993-----					ICL-3600 APPLICNS INSTR MEDIA				
ART-1101 INTRO TO ART					PHIL-1102 VALUES/MODERN WORLD				
ENGL-2202 LIT HRTG: AFRICAN-AMER					PHYS-1010 INTRODUCTORY PHYSICS				
GEOG-1101 INTRO EARTH SC W/C					SOCI-3422 RACL/ ETHNC MINORITIES				
MATH-1312 ELEMENTARY CALCULUS					NO FURTHER ENTRIES THIS COLUMN				
SOCI-1111 INTRODUCTORY SOCIOLOGY									
-----NO FURTHER ENTRIES THIS COLUMN-----									

FEDERAL LAW PROHIBITS ACCESS TO THIS RECORD BY ANY PARTY WITHOUT WRITTEN CONSENT OF THE STUDENT.

Official transcripts bear an authorized signature.

An engraved seal is not required.

Official transcripts are printed on security paper.

Wesley A. Schwartz
Registrar 01-08-96

SHELBY CITY BRD OF EDUC
160 S HOLLYWOOD
MEMPHIS TN 38112

PAGE 1 OF 2



The University of Memphis

Office of the Registrar
Memphis, TN 38152 (901) 678-2671

Name: Joris Marquis Ray
Student Number: [REDACTED]

/Date of Birth: [REDACTED]

Course Number	Course Title	Grade	Sem Hrs	Quality Points	Course Number	Course Title	Grade	Sem Hrs	Quality Points
Fall 1995									
Concentration Changed To: Human Development & Learning, with concentration in Elementary Education (1-8 Licensure)									
EDPR-3302	CHLD/ADOL DVLPMT	C	3.00	6.00					
ELED-3251	TCHG METH SCIENCE: MATH	W	(3.00)						
ELED-3261	TCHG METH SCI: SCIENCE	B	3.00	9.00					
ELED-4242	LITERACY AND LANGUAGE	B	6.00	18.00					
ICL-3504	CLASSROOM MANAGEMENT	B	3.00	9.00					
Spring 1996									
EDPR-3121	COGNITIVE PROCESSES	C	3.00	6.00					
ELED-3251	TCHG METH SCIENCE: MATH	A	3.00	12.00					
ELED-3271	TCH METH SCT: SOC STD	B	3.00	9.00					
ELED-4344	LITERACY MIDDLE GRADES	B	3.00	9.00					
Fall 1996									
ICL-4800	PROFESSIONAL SEMINAR	A	3.00	12.00					
ICL-4904	STUDENT TCHNG/GRADES 1-8	S	9.00						
	AHRS	EHRS	QHRS	QPTS	GRA				
U Current	12.00	12.00	3.00	12.00	4.000				
UJ Current	12.00	12.00	3.00	12.00	4.000				
U HE Cum	159.00	147.00	138.00	366.00	2.652				
UJ HE Cum	171.00	159.00	150.00	402.00	2.680				
Requirements completed for Bachelor of Science in Education									
END OF Undergraduate Academic Record									
U = Undergraduate college level statistics UJ = Combined undergraduate college and Remedial/Developmental statistics									

FEDERAL LAW PROHIBITS ACCESS TO THIS RECORD BY ANY PARTY WITHOUT WRITTEN CONSENT OF THE STUDENT.

Official transcripts bear an authorized signature.

An engraved seal is not required.

Official transcripts are printed on security paper.

Nor A. Schwartz
Registrar 01-08-96

SHELBY CTY BRD OF EDUC
160 S HOLLYWOOD
MEMPHIS TN 38112

PAGE 2 OF 2

EMPLOYEE DATA SHEET

Kirby
Middle
Cent.

NAME:

Ray
(Last)

Joris
(First)

M.
(Middle Initial)

SEX:

M

RACE:

B

BIRTHDATE:

[REDACTED]

SOCIAL SECURITY NUMBER:

[REDACTED]

ADDRESS:

[REDACTED]

CITY/STATE:

[REDACTED]

ZIP (Use 9-digit, if known)

[REDACTED]

TELEPHONE:

[REDACTED]

EMERGENCY INFORMATION

(Person to notify in case of an emergency)

NAME:

Tiffany (Ford) Ray

RELATIONSHIP:

Wife

ADDRESS:

[REDACTED]

HOME PHONE:

[REDACTED]

BUSINESS PHONE:

[REDACTED]

OK

PAY OPTION FORM

Check one:

☒

I DESIRE THE 12-MONTH PAY OPTION

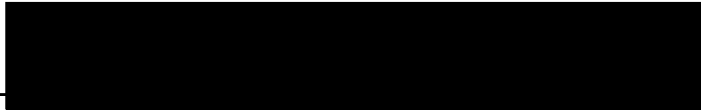
☐

I DESIRE THE 10-MONTH PAY OPTION

Date: 05-19-99

Name: Joris M. Ray

Soc. Sec. No.



Location: Kirby Middle

Signature: J. M. Ray

Please return this form to Division of Personnel Services, Room 164.

DEADLINE: AUGUST 2, 1999

Ray, Joris – [REDACTED]

Address:

Frequency:

Pay Type: 6

Union Code: MEA-S

Job Category:

Job Code:

Salary Grade/Step: 300-02

Salary: \$1620.15

Employed: 8/11/97

Seniority Date: 8/11/97

Seniority Number: 161057

Funding:



WOODDALE HIGH SCHOOL

5151 Scottsdale • Memphis, Tennessee 38118
(901) 366-2440

March 5, 2002

Mr. Ricks Mason
Director of Personnel
Room 164, BOE

Dear Mr. Mason:


This is a letter of recommendation for Joris Ray. Joris is applying to be a principal at a Memphis City School. Joris is currently an assistant principal at Kirby Middle School. Joris worked for me as an assistant principal in 1999-2000. He was very effective in working with the students, parents, and faculty. I was able to give him responsibilities without having to worry about their accuracy and timeliness.

Joris has displayed leadership capabilities in his role as assistant principal. He has great communication skills that will aid him in dealing with parents and the community. Decision-making skills are also one of his good attributes as a leader. He has great ethical standards in every aspect of his personal and professional life.

Joris showed a great knowledge in the area of curriculum. He was able to assist teachers in their job of teaching students. He was very helpful to young teachers and their maturing process. Joris was a very effective teacher evaluator.

I am very pleased to recommend Joris Ray as a principal candidate. He will serve the students, parents, and staff very well. If you need further information, please let me know.

Sincerely,



Greg McCullough
Principal

College Preparatory, Aviation/Travel and Tourism Optional Programs

FAX TRANSMITTAL



Kirby Middle School
6670 Raines Road
Memphis, TN 38115
Office: (901) 369-1980
Fax: (901) 375-0494

Date:

June 12

To:

Cathy Wood

From:

Joris M. Ray

No. of Page(s)

2

Notes/Comments:

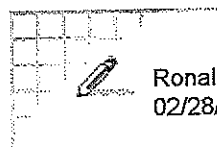
Add letter about administrative experience
to personnel file! Thank you!!

Dr. Juanita Thompson, Principal

Mrs. Betty Booker-Parks, Assistant Principal

Mr. Joris Ray, Assistant Principal

JORIS RAY



Ronald Pope
02/28/2003 12:12 PM

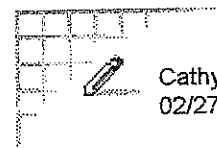
To: Cathy Wood/Admin/Avery/MCS@MCS
cc:

Subject: Re: evaluations

Thank you Cathy. I am glad to hear that. That is one of the primary reasons Mr. Ray was hired. I would like to commend him for the accomplishment by placing this commendation in his personnel file.

Thanks.

Cathy Wood



Cathy Wood
02/27/2003 01:34 PM

To: Ronald Pope/Admin/Avery/MCS@MCS
cc:
Subject: evaluations

Dear Mr. Pope,

I would just like to thank you and Mr. Ray for the outstanding evaluations I received from your office. Mr. Ray's accuracy based on the scoring standards made my part of the process easy.

GREAT JOB!!

Sincerely,
Cathy Wood

P

**ASSIGNMENT SHEET
OR
ADJUSTMENTS**

LAST NAME		RAY	
FIRST NAME		JORIS	
SOCIAL SECURITY NUMBER			
LOCATION		ALTERNATIVE LOC. 0907	
POSITION		COORD. ALTERNATIVE PROGRAMS	
SUBJECT			
CERTIFICATE			
ENDORSEMENT			
JOB CODE		0105-6000	
PAY FREQUENCY		G 12 MONTH	
JOB CATAGORY			
STATE CODE			
UNION CODE		AD/CL	
SALARY GRADE		130	
STEP		0	
SALARY		\$2623	
EFFECTIVE DATE		08-12-02	
FUND: 1	PROJECT: 000	OBJECT: 110	FUNCTION: 1922

COMMENTS: PROMOTION LETTER

Cathy-
Today was cut-off. I loaded
him - but he needs letter
SW

**ASSIGNMENT SHEET
OR
ADJUSTMENTS**

LAST NAME		RAY	
FIRST NAME		JORIS	
SOCIAL SECURITY NUMBER			
LOCATION		ALTERNATIVE LOC. 0907	
POSITION		COORD. ALTERNATIVE PROGRAMS	
SUBJECT			
CERTIFICATE			
ENDORSEMENT			
JOB CODE		0105-6000	
PAY FREQUENCY		G 12 MONTH	
JOB CATAGORY			
STATE CODE			
UNION CODE		AD/CL	
SALARY GRADE		130	
STEP		0	
SALARY		\$2623	
EFFECTIVE DATE		08-12-02	
FUND: 1	PROJECT: 000	OBJECT: 110	FUNCTION: 1922

COMMENTS: PROMOTION LETTER

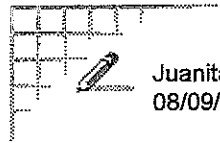
BOB MATHES

08/09/2002 02:34 PM

To: Juanita Thompson/Admin/Kirby_MS/MCS
cc:

Subject: Re: Joris Ray

Juanita Thompson

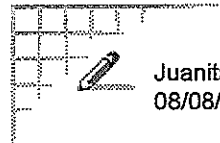


Juanita Thompson
08/09/2002 01:37 PM

To: Bob Mathes/Admin/Avery/MCS@MCS
cc:

Subject: Joris Ray

Forwarded by Juanita Thompson/Admin/Kirby_MS/MCS on 08/09/2002 01:36 PM



Juanita Thompson
08/08/2002 09:24 AM

To: Ronald Pope/Admin/Avery/MCS@MCS
cc:

Subject: Joris Ray

Joris Ray has served in an exemplary manner at Kirby Middle School. He is always professional and has done an excellent job as assistant principal. We will miss him, but I am happy to see such a good person have this opportunity for advancement.

I am in agreement for Friday, August 9, 2002, to be the last day that Joris Ray serves at Kirby Middle School. However, during the week of August 12 - 16, I would appreciate your allowing him to spend some time, mornings and/or afternoons, at Kirby so that we can have a smooth transition from him to the new assistant principal.





Superintendent

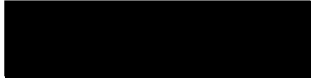
Every Child. Every Day. College Bound.

From the office of:
Carol R. Johnson
Superintendent
Memphis City Schools

FAX (901) 416-5578
E-MAIL superintendentmcs@mcsk12.net

April 19, 2007

Prentice "Jerry" Siegel
Kappa Alpha Psi Fraternity, Inc.
South Central Province



Dear Mr. Siegel:

I understand that Memphis City Schools' Director of Alternative Education, Mr. Joris Ray, is being considered for the honor of South Central Province Kappa Man of the Year. I believe he is very deserving of such recognition.

Among the goals of your fraternity I believe is "to be recognized as an entity that is relevant to the positive development of young people" and the communities served by your members. Joris' work with at-risk students is commendable and critical to achieving that goal. His efforts could mark the turning point in the lives of children that are so often labeled as difficult or simply abandoned by the educational system. Joris is an exceptional representative of what it means to truly embrace our district's mission of *Every Child. Every Day. College Bound.*

He is committed to the field of education and to ensuring the success of all students. He continues to model for students the pursuit of academic excellence as he is currently pursuing his doctorate in education. Joris truly is committed to personal and professional growth. Earlier this year, Joris received national recognition for his work on behalf of children; receiving the Outstanding Young Educator Award (OYEA) from the Association For Supervision and Curriculum Development.

Again, I thank you for your recognition of the work Joris has done on behalf of our children. We are truly honored to have him as a leader in Memphis City Schools.

Best regards,

A handwritten signature in cursive script that reads "Carol R. Johnson".

Carol R. Johnson, Ed. D.
Superintendent

Certificate of Appreciation

In recognition of outstanding leadership, devotion, and
dedicated service to the people of the community,
this certificate is presented to:

Joris Kay



This Certificate of Appreciation is presented by the
National Council of Negro Women,
Shelby County Section,
on this day 28th of April, 2007.

Cora B. Harris

NCNW President, Shelby County Section



March 6, 2007

Joris Ray



Dear Joris:

Congratulations! I am very pleased to inform you that you have been selected as an ASCD Emerging Leader. The pool of applicants was accomplished and competitive; you and 13 others were selected because you are leaders, learners, and doers. You are truly a member of an elite group and we anticipate that you will play a key role in ASCD's future.

ASCD is committed to engaging a diverse community and building capacity to improve learning, teaching, and leadership. In the Association's quest to build capacity, the Association has designed the Emerging Leaders Program to prepare younger diverse educators for potential influence and ASCD leadership. This leadership program will equip you to advance ASCD positions; strengthen ASCD's voice for influencing policy and practice; become involved in ASCD governance; and explore multiple pathways toward ASCD leadership.

All emerging leaders complete free PD Online courses about the Association to strengthen their understanding of ASCD's mission and goals, attend the Leadership for Effective Advocacy and Practice Institute, participate in a mentorship program, and engage in a two-year program of activities.

PD Online Courses

At ASCD, we rely on the strong leadership of our members to ensure that we continue to be an effective, meaningful force for education. These free four-lesson courses about ASCD are designed to help you explore ASCD's rich history and to consider ways that you can contribute to the Association and understand how ASCD contributes to quality learning and teaching. Take the courses online at <http://pdonline.ascd.org>.

- ASCD: Yesterday, Today, and Tomorrow
- ASCD: Organization, Community, and Commitment
- ASCD: From Success to Significance

In learning more about ASCD, you—as a leader in education—will be able to explain who we are and why we are important to policymakers, members and potential members, and others who care about education.

ASCD Leadership for Effective Advocacy and Practice Institute

You are invited to attend the ASCD Leadership for Effective Advocacy and Practice Institute in Arlington, Va., with visits on Capitol Hill, September 16–18, 2007, and will receive registration information via e-mail in April. The institute is designed to bridge the divide between educational policy and practice. It is one of many opportunities for ASCD leadership to acquire content knowledge and skills to be effective advocates for sound policies that support best learning and teaching practices.

Thank you for stepping forward to help ASCD build its future. In the next months we will be communicating with you regularly as we initiate aspects of the program like coaching by experienced ASCD leaders, establishment of ways for cadre members to network, and preparations for the leadership institute. I am looking forward to working with the Emerging Leaders Class of 2007.

With warm regards,



Gene R. Carter
Executive Director and CEO

Cc: Carol Johnson, Superintendent of Schools, Memphis City Schools

11/11/06 3:05



January 22, 2007

Joris Ray



Dear Joris:

Congratulations on your selection as ASCD's 2006 Outstanding Young Educator Award (OYEA) recipient! This is the fifth year that ASCD, an international non-partisan, non-profit, education association has offered this prestigious award. Previous winners of this international competition were Charles Coleman, a principal from Duncan, British Columbia; Pete Hall, a principal from Reno, Nevada; Patrick Bathras, an assistant principal from Baltimore, Maryland; and Jennifer Morrison, a teacher and department chair at Piedmont Open IB Middle School in North Carolina.

As the award recipient, you will receive a check for \$10,000 from ASCD, a feature article in the April 2007 issue of *Educational Leadership*, and an expense-paid trip to the 2007 ASCD Annual Conference in Anaheim, California. Your award and an original framed art piece will be presented to you during the opening general session on Saturday, March 17, 2007. Your nominator will receive an ASCD premium membership.

The OYEA Selection Committee was very impressed with your accomplishments and commends you for your fine work. Once again, congratulations on being selected as ASCD's 2006 Outstanding Young Educator – your students are the fortunate beneficiaries of your dedication and hard work.

With warmest personal regards,

A handwritten signature in dark ink, appearing to read "Gene", is located above the typed name.

Gene R. Carter
Executive Director and CEO

GRC/ec



STATE OF TENNESSEE

PHIL BREDESEN
GOVERNOR

January 18, 2007

Mr. Joris M. Ray



Dear Mr. Ray:

Today, it is my distinct pleasure to confirm your appointment to the Advisory Council for Alternative Education. In the thorough, aggressive search for candidates, your individual characteristics and professional qualifications were exceptional among the number of nominees who expressed interest. This appointment is effective immediately and runs through December 31, 2009.

It is very important to me that our state boards and commissions are filled with the most dedicated citizens. I believe that your participation is certain to leave a positive impact on this board and its achievements.

Your willingness to serve this administration and your fellow citizens of Tennessee is greatly encouraging. Furthermore, I have great confidence in your abilities and the contribution you will make to our cause. I thoroughly look forward to working with you.

Warmest regards,

A handwritten signature in black ink that reads "Phil Bredesen".

Phil Bredesen

PB:cc

State Capitol, Nashville, Tennessee 37243-0001
Telephone No. (615) 741-2001



State Capitol

*To all who see these presents,
Greetings.*

*Know ye that, by virtue of the power and authority vested in me
by the People and the Constitution,*

I, Phil Bredesen, Governor of the State of Tennessee,

do appoint

Mr. Joris M. Ray

as a member of the

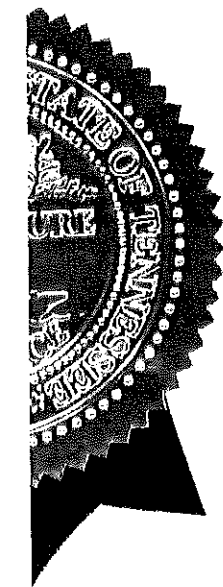
Advisory Council for Alternative Education

*agreeably to the Constitution and the Laws during the term with all the powers,
privileges and emoluments thereunto appertaining by law.*

*In testimony whereof, I have hereunto set my hand and caused the Great Seal of the State
in Nashville, this 18th day of January, 2007*

Phil Bredesen

Governor





Up Board Commission
Rita Coogler
Dr. Alfred Hall

January 10, 2007

Dr. Carol R. Johnson
Superintendent
Memphis City Schools
2597 Avery, Room 214
Memphis, TN 38112

BLANK
MEMO

7 JAN 19 10:50

SUPERINTENDENT'S
OFFICE

Dear Dr. Johnson:

I am very pleased to inform you that Joris Ray, for whom you served as a reference, has been selected as the winner of this year's ASCD's Outstanding Young Educator Award (OYEA). He will be formally recognized and will receive his award at our Annual Conference in Anaheim, California, on Saturday, March 17, 2007.

The Committee and I were very impressed with Joris' application. His work with at-risk students is commendable and critical. His efforts could mark the turning point in the lives of children that are so often labeled as difficult or simply abandoned by the educational system. Joris is an exceptional representative of what we intended when we conceived of this award and I look forward to meeting him personally.

Following our Annual Conference, I would like to discuss with you the possibility of recognizing Joris for his accomplishments before his colleagues in Tennessee at a time and venue that you deem appropriate. We feel this would afford him the recognition he deserves for his commitment to the profession and to his pupils. I would welcome any thought you might have about this matter.

Again, I thank you for taking the time to support Joris in his efforts. We are truly honored to have him as our OYEA winner.

With warmest personal regards,

Gene R. Carter

Gene R. Carter, Ed. D.
Executive Director and CEO

GRC/dbc

103



HOUSE OF REPRESENTATIVES
WASHINGTON, D. C. 20515

HAROLD E. FORD
NINTH CONGRESSIONAL DISTRICT
TENNESSEE

June 21, 2006

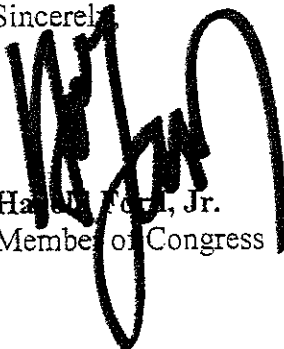
Mr. Joris Ray
Alternative Schools Coordinator
Alternative Schools Division of
Memphis City Schools
2597 Avery Avenue
Memphis, Tennessee 38112

Dear Mr. Ray:

Service Before Self...I could not have named a better initiative

Enjoyed the feature covering the program in *The Commercial Appeal*.
Looking forward to hearing more news about the students and their
continued success.

Sincerely,



Harold Ford, Jr.
Member of Congress

Great concept!

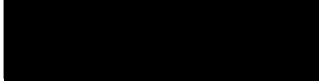


Shelby County Government

A C Wharton, Jr.
Mayor

December 15, 2005

Joris Ray
Office of Alternative Schools



Dear Mr. Ray

Gang activity and youth violence continue to plague Shelby County. Despite a decline in the number of incidents, the tragic nature of recent crimes point to the need for a broad base of community entities to come together to address issues surrounding gang activity and the root causes of youth violence.

These entities should collectively ask and answer:

1. What programs are in place to address youth violence?
2. What programs could be created to help existing efforts?
3. How can we create an ongoing initiative that will be effective year-round and across all community lines?

Participants in previous meetings in Memphis have identified the need for a comprehensive approach to addressing youth violence. Moreover, participants expressed a belief the development of such an approach requires the development or identification of a coordinating body to oversee development and implementation of a comprehensive strategy. Establishing a Youth Violence Initiative Concept Committee that includes a broad base of participants will help create consensus on priorities and services to be provided as well as build support for a comprehensive program approach that draws on all sectors of the community for participation.

Therefore, on behalf of Mayor Wharton, I would like to invite you to become a part of the Shelby County Government Youth Violence Initiative Concept Committee. The first Committee meeting, to begin discussing the above mentioned questions, will be held at 2:00 on **January 19, 2006** at 160 North Main, 8th floor.

I hope that you or an agency representative will consider becoming a part of this very important committee. Your opinions and input are greatly needed in order to obtain successful outcomes to reducing youth violence and gang activity.

Sincerely,

A handwritten signature in cursive script, appearing to read "Heidi Verbeek".

Heidi Verbeek
Executive Director
Shelby County Crime Victims Center

Crime Victims Center
600 Adams Avenue • Memphis, Tennessee 38103 • (901) 545-4357 • Fax (901) 545-4208
<http://www.co.shelby.tn.us>



2597 Avery Avenue • Memphis, Tennessee 38112-4892 • (901) 325-5304—Fax 320-6459

May 5, 2003

Mr. Joris Ray
Alternative Programs

Dear Mr. Ray:

Records in the Department of Human Resources show that you have satisfied Memphis City Schools requirements for the Professional Administrators License. However, to complete the process, it is necessary that you complete the recommendation form.

Please find enclosed the required recommendation form. Once the document is completed, signed and dated it should be forwarded to the following address:

Tennessee Department of Education
5th Floor Andrew Johnson Tower
710 James Robertson Parkway
Nashville, TN. 37243-0377

Upon receipt of your Professional Administrators License, please forward the Superintendent's copy to the Department of Human Resources.

We would appreciate it if you would give this matter your immediate attention.

If you have any questions, please contact Gerrie Akins at 325-5448.

Sincerely,

A handwritten signature in cursive script that reads "Inetta F. Rogers".

Dr. Inetta F. Rogers, PHR
Executive Director
Department of Human Resources



JOHN DEBERRY
STATE REPRESENTATIVE

LEGISLATIVE OFFICE
26 LEGISLATIVE PLAZA
NASHVILLE, TENNESSEE 37243-0190
(615) 741-2239 OR 1-800-449-8366 EXT. 1-2239

HOME ADDRESS:
1207 SLEDGE STREET
MEMPHIS, TENNESSEE 38104
(901) 725-0130

**House of Representatives
State of Tennessee**

NASHVILLE

MEMBER OF COMMITTEES
VICE CHAIR, CHILDREN AND FAMILY AFFAIRS
COMMERCE
HEALTH AND HUMAN RESOURCES

SUBCOMMITTEES
CHAIR, DOMESTIC RELATIONS
INDUSTRIAL IMPACT
PROFESSIONAL OCCUPATIONS
MENTAL HEALTH

September 9, 2003

Dear Joris:

I was pleased to recommend you to the Governor for the enclosed honor.
Thank you for all you do for our community.

If I may ever be of assistance to you, please do not hesitate to contact me.

Sincerely,

John Deberry
State Representative

REPRESENTING THE 90TH LEGISLATIVE DISTRICT



State Capitol

By Phil Bredesen, Governor, on behalf of the people of Tennessee,

To the Honorable

Joris M. Ray

*Whereas, reposing special trust and confidence in your patriotism, valor
and fidelity, I do by these presents constitute and appoint you*

Colonel Aide de Camp

*to rank as such from the date of this commission and to hold such office
under the conditions prescribed by law.*

*Given under my hand and the Seal of the State of Tennessee
in Nashville, this 9th day of September, 2003*



Phil Bredesen
Governor

Bio Of Joris M. Ray

Joris M. Ray is the Director of Alternative Schools for Memphis City Schools. He has made a tremendous impact on meeting the educational and behavioral needs of a growing and challenging student population.

Joris is the product of Memphis City Schools and is a 1992 graduate of Whitehaven High School. He holds a bachelor's degree in Education from the University of Memphis. While attending the University of Memphis, he pledged Kappa Alpha Psi Fraternity, Inc. (Spring 1996). Also, he earned a Master's of Education with emphasis in Supervision and Leadership from Freed-Hardeman University in Henderson, Tennessee. Moreover, Joris received extensive leadership development with Partners in Public Education Leadership Fellows where he studied at Vanderbilt University. He is presently a doctoral candidate at the University of Memphis. Prior to becoming the Director of Alternative Schools, Mr. Ray worked in the capacity of teacher, assistant principal at age of 24, and coordinator. He has distinguished himself as the youngest division director in Memphis City Schools.

Joris' impact as a visionary leader has extended beyond the local educational arena to benefit the Memphis community. His humble and sincere desire to promote the highest educational standards for all children regardless of their academic, social or emotional levels or limitations has afforded him the privilege of receiving numerous honors and awards. In 2007, the Association for

Supervision and Curriculum Development (ASCD) presented him with the "Outstanding Young Educator Award". He received \$10,000 and was featured in Educational Leadership (International Magazine for Educators). Other honors and awards include: 2006 "Kappa Man of the Year"; 2006 National Council of Negro Women "Leader and Legend" Award; Presentation of Proclamation and Key to the City of Memphis by the Memphis City Council; 2006 MPACT Memphis "MPACT Maker Award" for Educational Achievement; 2005 Kappa Alpha Psi, Fraternity, Inc. "Community Service Award"; 2003 Governor Phil Bredesen Honor for (Community Service); 2002 Tennessee Black State Legislative Educator Award.

His dedication to student excellence has afforded him an opportunity to serve on several boards in Memphis and across the State of Tennessee. They are as follows: Superintendent's Executive Leadership Team; (Chairman) State of Tennessee Alternative Schools Study Council; (Board Member) Tennessee Alternative Education Association; Appointed by Governor Phil Bredesen to the Governor's Advisory Council on Alternative Schools. Recently, he was appointed to the ASCD Emerging Leaders Program.

His motto for all children is to "Dream, Stand, Believe, Achieve with Courage." Mr. Joris M. Ray's public education "investment" in our upcoming generation is indicative of his forward thinking attitude and strong sense of responsibility to ensure the development of productive citizens for the future of Memphis. Joris is married to Tiffany and they have one son, Joris II.

emp. 8/11/97



2597 Avery Avenue • Memphis, Tennessee 38112-4892 • (901) 416-5300

Reply to the office of:
Patricia Pratt-Cook, Director
Division of Human Resources
pratt-cook@mcsk12.net
Phone (901) 416-5500
Fax (901) 416-6459

August 14, 2006

Joris Ray



Dear Mr. Ray:

This letter is to confirm your appointment as Director of Alternative Programs effective July 1, 2006. Your salary as Director will be \$3375 bi-weekly, and this will be reflected on your check of July 28, 2006. In addition, you will receive an auto allowance of \$162 bi-weekly.

Congratulations! We wish to extend our best wishes to you!

If there are any questions, please do not hesitate to contact our office.

Sincerely,

A handwritten signature in black ink, appearing to read "Patricia Pratt-Cook".

Patricia Pratt-Cook, Director
Division of Human Resources

cc: Mr. Alfred Hall
File

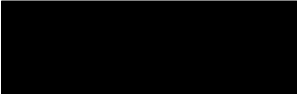


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Sincerely,

A handwritten signature in cursive script, appearing to read "Patricia Pratt-Cook".

Patricia Pratt-Cook, Director
Division of Human Resources

cc: Mr. Alfred Hall
File

Joris M. Ray



rayj@mcsk12.net

EDUCATION:

Freed-Hardeman University - May 2000
Degree: Master of Education (Curriculum and Instruction)
Major: School Administration and Supervision
Endorsement: Professional Administrator PreK -12 (483)

The University of Memphis - May 1996
Degree: Bachelor of Science in Education
Major: Human Learning and Development
Endorsement: Elementary 1-8 (401)

Whitehaven High School - May 1992

EXPERIENCE:

MEMPHIS CITY SCHOOLS

Coordinator Alternative Programs - 2002-Present

Areas of Accountability Include:

Responsible for the daily operations of short-term and long-term Alternative Centers. Planning, implementing, monitoring, and evaluating academic achievement, attendance, discipline, community involvement, summer programs, and management of resources to reach organizational and district wide goals and objectives. Supervises all professional, paraprofessional, administrative, and non-certificated personnel. Observe and evaluate all staff (Assistant Principals, Supervisors, Teachers, Alternative Education Specialist, and Caseworkers, and Clerical Support)

Assistant Principal Kirby Middle School - 1999-2002

SHELBY COUNTY SCHOOLS

Social Studies Teacher	Kirby Middle School	1996 - 1999
Math/Social Studies Teacher	Shelby Alternative School (Night Program)	1997 - 1999

Joris M. Ray

HONORS:

Governor Phil Bredesen Honor (Community Service)- 2003
Partners in Public Education (Leadership Development)- 2001
Tennessee Black State Legislative Young Educator Award- 2000
Kappa Alpha Psi Education Leadership Award- 1997
Teacher of the Year (Kirby Middle School)- 1997
H.E. Rumble Award (Student Teacher of the Year)- 1996
Pan-Hellenic Council Highest G.P.A. Award (4.0)- 1996

PROFESSIONAL AFFILIATIONS/COMMITTEES:

National Alternative Education Association (NAEA)
National Juvenile Detention Association (NJDA)
Safe School Coalition, Inc.
National Association of Secondary Schools Principals (NASSP)
Tennessee Association of Secondary Schools Principals (TASSP)
National Educational Association (NEA)
Tennessee Education Association (TEA)
Memphis Education Association (MEA)
Tennessee Association of Middle Schools (TAMS)
National Association for Advancement of Colored People (NAACP)
MPACT Memphis
4 U Foundations, Board of Directors
Kappa Alpha Psi Fraternity, Inc., - Guide Right Chairman

TRAINING:

Vanderbilt University (Peabody College) – 2001-2002
Leadership Development Program (Principals Leadership Academy)
Selected by Partners in Public Education for training geared toward future leadership roles within Memphis City Schools.

Trained by Memphis City Schools in administrative writing (From the Desk Of...), speaking (Let's Speak), Assistant Principals Leadership, Middle School Concept, Integrating Technology in the Curriculum, Sexual Harassment and Complaint Management, Mentoring At-Risk Students.

Successfully completed PADEC – 2001

REFERENCES AVAILABLE UPON REQUEST

POSITION DESCRIPTION
Memphis City Schools

EXECUTIVE STAFF AGENDA ITEM
DISTRIBUTE THURSDAY

Position: Coordinator of Alternative Education
Department: Student Programs & Services
Division: N/A
Reports to: Associate Superintendent - Student Programs & Services

General Summary

The Coordinator of Alternative Education is responsible for conducting periodic needs assessments, research reviews, initiation of comprehensive program planning and implementation procedures required to meet the needs of disruptive students. This position will also assume responsibility for monitoring program implementation, effective service integration and support.

Principal Duties and Responsibilities

Designs and implements programs and/or collaborates in the implementation of in-school prevention/intervention strategies which address those factors which put students at risk of failure in school and/or dropping out of school.

Provides leadership in the design of appropriate alternative programs to meet the needs of students whose educational needs and/or behavior warrants removal from their home school.

Collaborates with the Division of Pupil Services to design and implement transition and re-entry procedures for students returning from correctional institutions, alternative school placement, etc.

Develops, submits, defends, and manages the annual budget for alternative education.

Conducts long-range planning for the design and delivery of appropriate alternative education services based on documentation of student needs, research and documented best practices.

Collaborates with alternative program managers, school principals, and other key personnel to:

- insure effective marketing and public relations efforts for all programs;
- obtain additional resources and services through collaborative partnerships
- develop working relationships with groups pertinent to the success of alternative programs
- assess program and staff needs
- assure efficient mechanisms for addressing student problems

Assures compliance with applicable federal, state, and local rules, regulations and policies.

Establishes and maintains a system of records and reports on all alternative programming.

Serves as a liaison to the Superintendent's Executive Staff related to planning and the on-going operation of all programs.

Collaborates with site managers and the Executive Director of the Department of School Redesign and Training in the development and implementation of appropriate professional development programs to meet the documented needs of program personnel.

Hours and Working and Conditions

- Is located in private office at the Board of Education central office.
- Works a 40-hour work week, attends BOE meetings, and participates in evening meetings, workshops and after hour job related activities as needed.
- Frequent in-town travel is required.
- Limited out-of-town travel is required.
- Term of employment is twelve (12) months.

Qualifications and Training

Education: Minimum of a Master's Degree in Curriculum & Instruction or a related degree area and hold current state certification in School Administration and Supervision.

Experience: Minimum of three years of successful experience as a school administrator or in a related area of educational supervision.

Other: Must possess:

- excellent organizational skills;
- strong public relations and interpersonal skills; and
- effective verbal and written communication skills.

APPROVALS:

Superintendent

Date

Associate Superintendent

Date

Incumbent

Date

The statements outlined in this position description are intended to describe the general nature and level of work being performed. They should not be construed as an exhaustive list of all responsibilities and duties that may be assigned by the immediate supervisor.

POSITION DESCRIPTION
MEMPHIS CITY SCHOOLS

Position: Principal
Department: School Administration
Reports to: Assistant Superintendent

GENERAL SUMMARY

Uses leadership, supervisory, administrative and management skills to promote the educational development of each student in compliance with all applicable rules, regulations and policies of the Memphis City Schools.

PRINCIPAL DUTIES AND RESPONSIBILITIES

- o Supervises the school's educational program.
- o Responsible for the implementation and observance of Board policies/regulations.
- o Assists with the implementation and evaluation of the curriculum.
- o Supervises all professional, paraprofessional, administrative and nonprofessional personnel at the school.
- o Assists with interviewing, training, assigning and evaluating of the staff.
- o Responsible for the safety, maintenance and administration of the school.
- o Plans and supervises safety drills and emergency programs.
- o Supervises students transportation, conduct, discipline, attendance, records and reports.
- o Administers Memoranda of Understanding and serves as Step 1 in the grievance procedure.
- o Supervises/evaluates, and administers extracurricular programs and school athletic program.
- o Supervises all school reports and assists with preparation/management of school budget.
- o Assists with in-service orientation and training of teachers.
- o Plans and directs school security.
- o Arranges conferences between parents and teachers.
- o Conducts staff meetings.
- o Secures substitutes for absent staff members.
- o Recommends removal of staff members with unsatisfactory work.

SUPERVISORY RESPONSIBILITIES

- o Must supervise personnel assigned to school location.

HOURS OF WORK AND WORKING CONDITIONS

- o Is housed in an office at the local school building.
- o Works a 40-hour week, plus additional evening hours at least two nights per week for meetings and extracurricular activities.
- o Term of employment is eleven (11) months per year for elementary and junior high principal.
- o Term of employment is twelve (12) months per year for secondary principal.

QUALIFICATIONS AND TRAINING

- o Requires a Master's Degree in Education Administration and Supervision.
- o Must have a current Tennessee certificate endorsed in related grade level.
- o Minimum of 3 years of acceptable classroom teaching in an approved or accredited school at the appropriate grade level.

PERSONNEL
SERVICES

01 JUL 19 PM 4:00



July 19, 2001

Ricks Mason, Executive Director
Division of Personnel Services
2597 Avery, Room 164
Memphis, TN 38112

Dear Mr. Mason,

I am interested in the position of *Alternative Certification Supervisor*, posting # **E01-07-139**. I believe my employment experiences, educational background, and interpersonal skills provide strong qualifications needed for this position.

I have been fortunate to work for both Shelby County and Memphis City Schools Systems. Additionally, my experience as a recruiter/facilitator for a local claims company has provided me with strong interpersonal skills. These include oral and written communication skills. Therefore, given my administrative background with Kirby Middle School, I am prepared for the responsibility.

Please consider me a strong candidate for the position of Alternative Certification Supervisor. If you have any questions contact me at home number furnished above. I look forward to a scheduled interview and appreciate the attention given to my resume.

Respectfully,

A handwritten signature in dark ink, appearing to read "JMR", with a stylized flourish at the end.

Joris M. Ray



WORK HISTORY

1999-Present *Assistant Principal, Kirby Middle School, Greg McCullough/Nita Thompson*
Oversee the discipline procedures and operations developed for entire school, manage bus transportation for students, assist principal with development of instructional strategies, supervise extra-curricular activities, and assist principal with daily operations of the school.

1996-1999 *Teacher, Kirby Middle School, Tom Percoski/Greg McCullough-Principal*
Instruct eighth grade students in American History, oversee the discipline procedures and operations developed for the entire school, assist the administrative staff with occasional metal detector searches, act as team/History Department Chairman, inform the Leadership Council of the opinions of total faculty and staff as the school's representative.

1997-1999 *Teacher, Shelby County Alternative School, Eddie Jones- Principal*
Assisted on-site principal with the development of a newly established "night" program for at-risk children, maintained a safe and productive environment as classroom teacher, supervised students during recreational periods, and communicated effectively with parents, community leaders, and school personnel regarding the daily affairs of the school.

EDUCATION

Master's of Arts in Teaching, Administration & Supervision

Freed-Hardeman University

May 2000

Activities: Conduct discipline, leadership, and stress management workshops with various West Tennessee schools; NCATE & SACS team member.

Bachelor of Science in Education

The University of Memphis

May 1996

Activities: Vice-Polemarch (Kappa Beta Chapter) Kappa Alpha Psi Fraternity, Inc.; Guide-Right Chairman of Kappa Leadership League; coordinated yearly fraternity events; Board Member of Student Teacher Education Association.

High School Diploma

Whitehaven High School

May 1992

Activities: President of Key Club, Senior Class Business Manager.

TRAINING AND OTHER RELATED ACTIVITIES

*Successfully completed PADEC

*Assistant Principal Leadership Training

*Leadership Initiative Program

*Member of National Association of Secondary Schools Principals

*Member of Tennessee Association of Middle Schools



2597 Avery Avenue • Memphis, Tennessee 38112-4892 • (901) 325-5300

Reply to the office of:

Johnnie B. Watson
Superintendent

Phone (901) 325-5444 / FAX (901) 325-5578

EMAIL: superintendent@Memphis-Schools.k12.tn.us

WEBSITE: www.memphis-schools.k12.tn.us

June 28, 2002

Mr. Jaris Ray

Dear Mr. Ray:

I regret to inform you that we cannot offer you the position of Principal in the Memphis City Schools at the present time. While your educational experience and abilities are impressive, I was forced to choose between many highly qualified applicants, and have selected another candidate for the position.

Thank you for your time and interest.

Sincerely,

A handwritten signature in cursive script that reads "Johnnie B. Watson".

Johnnie B. Watson

JBW/dg

C: Personnel Services



2597 Avery Avenue • Memphis, Tennessee 38112 • (901) 325-5300

Reply to the office of:

Ronald V. Pope, Director
Safe Schools and Alternative Programs
Department of School Administration
and Student Support
Phone (901) 729-2200
FAX (901) 729-2212
E-mail poper@memphis-schools.k12.tn.us

July 31, 2002

TO: Bob Mathes, Coordinator
Division of Personnel Services

FROM: *RP* Ronald V. Pope

RE: **Recommended Candidate for
Coordinator of Alternative Programs**

*Loc 0907
Alternative
1922*

The interview team has met and the decision has been made that Joris M. Ray, SS# [REDACTED] is the most qualified candidate for the position of Coordinator for Alternative Programs. I would like for him to begin in this position immediately.

Thanks in advance for your cooperation. If you have any questions, please free to contact me at 729-2200.

/ft

cc: Bob Archer, Associate Superintendent
Department of School Administration and Student Support

*Will report to new position
Effective Monday, 08/12/02*

*(With the permission of Mr. Pope,
he will help out @ Kirby Mdl. on
Monday - 16th*

See attachment



2597 Avery Avenue • Memphis, Tennessee 38112-4892 • (901) 325-5300

April 11, 2000

**Joris Ray
Kirby Middle**

Dear Ms. Ray:

Upon issuance of your letter of continuing employment, you will be placed on tenure with the Memphis City Schools, effective July 1, 2000, providing that you return to work the first day of school for the 2000-01 school year. This action on the part of the Board of Education is an evidence of faith in you and the quality of service you will continue to render. We hope you will accept this new status not only as an achievement but also as a challenge to your best efforts in the years ahead.

Good wishes!

Sincerely,

A handwritten signature in cursive script that reads "Ricks W. Mason, Jr.".

**Ricks W. Mason, Jr., Director
Division of Personnel Services**

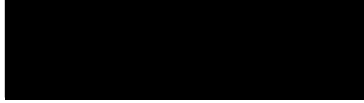
RWM/cw



2597 Avery Avenue • Memphis, Tennessee 38112-4892 • (901) 325-5300

July 28, 2000

Joris Ray



Dear Mr. Ray

This letter is to serve as your official notification of your promotion to the position of Assistant Principal-Elementary effective 7/17/00. The salary in your new position will be \$ 2,095.00*.

May we extend to you our sincere congratulations and best wishes for success in your new position. If we may be of assistance in any way, please do not hesitate to call upon us.

Sincerely,

A handwritten signature in cursive script that reads "Ricks W. Mason Jr.".

Ricks W. Mason, Director
Division of Personnel Services

RWM/cw

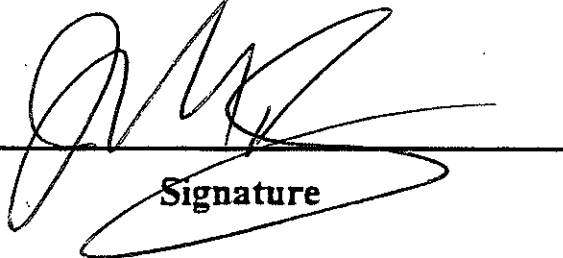
cc: Principal

RESPONSIBILITY STATEMENT



IT IS THE RESPONSIBILITY OF THE TEACHER to have on file in the Division of Personnel Services at all times a valid teaching certificate/license/permit. It is also the teacher's responsibility to apply for a license and to continue to communicate with the State Department of Education, Office of Teacher Licensing, (615-532-4885) and the college or university until the certificate/license/permit is issued. Teachers who are seeking advancement within the licensing and certification system are responsible for notifying the Division of Personnel Services (See "TO TEACH IN TENNESSEE" for information on licensing). In the event the teacher fails to make timely registration of a valid certificate/license/permit, the Board may terminate the employment of the teacher, or may retain the teacher at a diminished rate of pay until this document is filed.

I have read the above statement and understand that I am responsible for complying with the terms as stipulated above and a signed copy of this statement will become a part of my personnel file.


Signature

5-19-99
Date

GENERAL INFORMATION

Have you ever held a continuing contract in Tennessee?
If "yes", cite school system(s) and date(s)

No ☒ Yes ☐

Have you ever been refused tenure or a continuing contract?
(If "yes", attach an explanation.)

No ☒ Yes ☐

Have you ever been dismissed from any previous employment
for improper or unprofessional conduct, inefficient service,
neglect of duty, incompetence, or insubordination?
(If "yes", attach an explanation.)

No ☒ Yes ☐

Have you ever breached a contract with another school system?
(If "yes", attach an explanation.)

No ☒ Yes ☐

Have you ever been convicted of a misdemeanor or a felony in
any state of the United States? (If "yes", attach an explanation.)

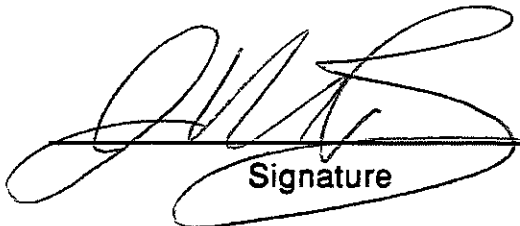
No ☒ Yes ☐

Have you ever had a certificate or license revoked or suspended?
(If "yes", attach an explanation.)

No ☒ Yes ☐

Have you been convicted of any offense involving the sexual
molestation, physical or sexual abuse, or rape of a child?
(If "yes", attach an explanation.)

No ☒ Yes ☐


Signature

7/18/97
Date

Current License/Certificate: Probationary / Apprentice
Purpose for Evaluation: Continued Employment
Number of Domains Identified as Required Areas to Strengthen: 0

RECOMMENDATION:

Continued Employment

AREAS OF STRENGTH:

IV H-B. Mr. Ray has a great climate for learning in his room.

AREAS TO STRENGTHEN (Areas for Growth):

IV B. Continue to engage in professional development to use more technology in your classroom.

COMMENTS (Educator and/or Evaluator):

The signatures below verify that the Comprehensive Assessment-Summative Report has been discussed with the educator.

[Signature]
Educator

5/3/89
Date

[Signature]
Evaluator

COMPREHENSIVE ASSESSMENT--SUMMATIVE REPORT	
EDUCATOR NAME: <u>Joris Ray</u>	SCHOOL NAME: <u>Healy Middle School</u>

DOMAIN I: Planning				
Indicators	Unsatisfactory	Performance Level A	Performance Level B	Performance Level C
A. Establishes appropriate instructional goals and objectives	—	—	✓	—
B. Plans instruction based upon a knowledge of subject matter, students, the community, and curricular goals	—	—	✓	—
C. Plans instructional opportunities that are adapted to diverse students	—	—	✓	—
COMMENTS:				Required Area to Strengthen
<div></div>				

DOMAIN II: Teaching Strategies				
Indicators	Unsatisfactory	Performance Level A	Performance Level B	Performance Level C
A. Demonstrates an understanding of the central concepts, tools of inquiry, and structures of the discipline(s) and provides students access to this information through experiences which make the subject matter meaningful	—	—	✓	—
B. Demonstrates an understanding of and uses a variety of instructional strategies to encourage students' development of critical and creative thinking, problem solving, and performance skills	—	—	✓	—
C. Uses an understanding of both the students and the subject matter to create a learning environment that encourages active engagement in learning, positive intellectual interactions and student ownership of the learning	—	—	✓	—
COMMENTS:				Required Area to Strengthen
<div></div>				

DOMAIN III: Assessment and Evaluation				
Indicators	Unsatisfactory	Performance Level A	Performance Level B	Performance Level C
A. Uses appropriate assessment strategies and instruments to obtain information about students and their ongoing progress and uses this information to make instructional decisions	—	—	✓	—
B. Communicates student status and progress to students, their parents, and appropriate others	—	—	✓	—
C. Reflects on teaching practice by evaluating continually the effects of instruction	—	—	✓	—
D. Evaluates student performance and determines the amount of progress	—	—	✓	—

COMMENTS:

Required Area to Strengthen

DOMAIN IV: Learning Environment				
Indicators	Unsatisfactory	Performance Level A	Performance Level B	Performance Level C
A. Creates a learning climate that supports the development of student abilities	—	—	—	✓
B. Manages classroom resources effectively	—	—	—	✓

COMMENTS:

Required Area to Strengthen

DOMAIN V: Professional Growth				
Indicators	Unsatisfactory	Performance Level A	Performance Level B	Performance Level C
A. Collaborates with colleagues and appropriate others	—	—	—	✓
B. Engages in professional development	—	—	✓	—
C. Performs professional responsibilities efficiently	—	—	✓	—
COMMENTS:				Required Area to Strengthen

DOMAIN VI: Communication				
Indicators	Unsatisfactory	Performance Level A	Performance Level B	Performance Level C
A. Uses appropriate verbal and non-verbal techniques to communicate effectively with students, parents, and appropriate others	—	—	✓	—
B. Writes clearly and correctly	—	—	✓	—
COMMENTS:				Required Area to Strengthen



Board of Education of the Memphis City Schools

CONTRACT OF EMPLOYMENT

This contract made and entered into this **May 14, 1999** by and between the Board of Education of the Memphis City Schools of Memphis, Tennessee, hereinafter called the Board, Party of the First Part, and

Ray Joris
Kirby Middle School

Hereinafter called the Teacher, Party of the Second Part

WHEREAS, at a lawful meeting of said Board, held at Memphis, Tennessee on **May 14, 1999** said Teacher was duly elected and appointed to a position in the public schools of Memphis, Tennessee for the term and period beginning on **August 16, 1999** and ending on **June 30, 2000** subject to the covenants, agreements and provisions hereinafter contained and said Teacher has accepted said employment, said terms, agreements and conditions.

NOW THE PARTIES HERETO MUTUALLY AGREE:

1. The Board agrees to pay and the Teacher agrees to accept as compensation for the services to be rendered under this contract the sum of **-1620-** dollars and **-15-** cents per pay period or the computed fractional part of salary based upon actual days worked including any state reimbursement which sum shall be paid for Twenty pay periods or the applicable number of pay periods based upon actual days worked as designated by the Board during said term or period; provided that if, in the judgment of the Board, the school revenues for the fiscal period ending **June 30, 2000** are not sufficient to meet and pay the compensation or salary herein provided, the Board shall have the right within its discretion to make such reduction thereof so as to reduce the expenditures to the amount of its school revenue; and provided further that the Board shall increase or decrease the compensation or salary herein provided to produce an amount which, under the applicable salary schedule adopted by the Board, is consistent with the amount of creditable training and experience properly attributable to the Teacher or will allow for the assumption or relinquishment of responsibilities for which specific compensation is payable. The payment of compensation or any installment thereof under the terms of this contract shall cease upon the discharge, death, or resignation of any teacher prior to the close of the scholastic year. Such payments shall also cease from the date of suspension of any teacher under the provisions of this contract, unless otherwise ordered by the Board.

2. The Teacher agrees to perform in a thorough and professional manner all the duties of said position and employment under the direction of the Superintendent of the Board and to observe faithfully and enforce the rules and regulations prescribed and issued by the Superintendent, the Board or any other superior legally appointed by said Board. The Teacher agrees to carry out specific assignments made by the Board, the Superintendent or the Principal, each acting within its own jurisdiction. The Teacher also agrees to submit to such examinations as the Board in its discretion may at any time require, said examination to be made by a licensed physician selected by the Board.

3. The services of the Teacher are to commence at such time, and are to be performed in such school or schools and such position, and at such place or places in the teaching of such grades and subjects as may from time to time be designated by the Superintendent and Principal.

4. The services to be performed by the Teacher shall be such as are required by law, by the lawful rules and regulations of the State Board of Education and by the lawful rules, regulations, and policies of the Board, provided, however, that the Teacher new to the system shall not be entitled to the benefits of any sick leave policy or to any other policies related to leave until such Teacher has begun to perform services under this contract. The Teacher shall furnish the Superintendent of Schools at such regular periods designated all reports and records prescribed by law, or the regulations of the Board, including any change in the marital status or the number of dependents of said Teacher. The Teacher agrees to notify the Division of Personnel Services and the Principal of the school or schools where the Teacher is assigned of any change in address or telephone number, using the appropriate form, within 10 (ten) days of such a change.

5. This contract shall not be binding upon the Board unless a valid and legal teaching certificate issued by the State Department of Education of Tennessee, together with such other employment papers as the Board may, in its discretion require, shall be registered with the Division of Personnel Services of the Board on or before the first day of classroom instruction during the period covered by this contract. In the event the Teacher shall fail to make timely registration of any of the above documents, the Board may, in its discretion, grant the Teacher an extension of time for the purpose of filing the necessary documents, may elect to terminate the employment of the Teacher, or may elect to retain the Teacher at a diminished rate of pay until the filing of the required papers, or to take such other disciplinary action as the Board may deem appropriate. When the Teacher's application documents indicate that the Teacher is to receive a college degree prior to the date of employment, in the event the anticipated degree is not awarded, the Board may, in its discretion, elect to terminate the employment of the Teacher or to retain the Teacher at a diminished rate of pay until a suitable replacement is secured. IT IS THE RESPONSIBILITY OF THE TEACHER TO HAVE ON FILE IN THE DIVISION OF PERSONNEL SERVICES AT ALL TIMES A VALID TEACHING CERTIFICATE.

6. The operation of this contract shall be suspended for such period of time as the Teacher by reason of prolonged illness may be unable to perform the duties required of the Teacher and during such suspension the Teacher agrees to accept such amounts as compensation as may be allotted and paid by the Board in its discretion.

7. The Board shall have the right as its option to annul this contract and suspend or dismiss the Teacher for incompetency, insubordination, neglect of duty, inefficiency, conduct unbecoming a member of the teaching profession, the violation of any law or ordinance, failure to carry out the lawful provisions of this contract unless prevented by just cause, causing or creating any condition which might endanger the health of any pupil, associate teacher, or employee of the Board, or impede the orderly conduct, operation or administration of the educational systems under the jurisdiction of the Board, or for any other good and just cause.

8. By the execution of this contract and in consideration thereof, the Teacher acknowledges the receipt of full payment for all services heretofore performed or rendered the Board and expressly releases the board from all claims for any further payment on account of or by reason of services performed or rendered the Board prior to the execution of this contract.

9. The Secretary of the Board is authorized to and shall cause to be deducted from the monthly salary installments of the Teacher, the amounts due to be paid by said Teacher under the terms of the State Teachers' Retirement Act or the Local Teachers' Retirement Act, or under any rule or regulation of the Tennessee Teachers' Retirement board of the local Board adopted and promulgated pursuant to the provisions of said acts or act, and all such other amounts required to be deducted or withheld by any laws of the United States, the State of Tennessee or any governmental subdivision thereof, including Federal Old Age and Survivors Insurance deductions.

10. The length of the school term shall be fixed by the Board.

11. The Teacher reaffirms the oath to support the constitution of the United States and the Constitution of the State of Tennessee.

12. The Teacher agrees to return this contract as soon as possible. This contract shall be voidable at the option of the board unless it shall be returned within fifteen (15) days of the date hereof to the Division of Personnel Services of the board.

13. Any Teacher charged with the commission of a misdemeanor or a felony may at the discretion of the Superintendent be suspended without pay during the time needed to conduct an investigation. The suspension may be extended until the indictment by the grand jury has been issued and the trial has been conducted. This provision shall not be construed to limit in any way to power of the Board to suspend a Teacher for cause as provided in applicable Tennessee law.

14. The teacher agrees to give a minimum of thirty (30) days' notice before leaving service. Failure to do so may jeopardize future consideration for employment.

15. Any contract issued with an error in the amount of compensation and/or in the length of the term for employment is subject to revision to correct the error so that the contract will conform with existing Board policies, existing salary schedules, and/or the Tennessee tenure law. In such event, the employee agrees to refund any compensation which he was not entitled to receive.

16. The parties hereto recognize the existence of an Agreement dated September 9, 1997, to be effective July 1, 1997, through June 30, 2000, between the Board of Education of the Memphis City Schools and the Memphis Education Association. In the event of any direct conflict between this contract and the said Agreement, the provisions of the Agreement shall prevail. In matters where the Agreement is silent, this contract shall govern.

IN WITNESS WHEREOF, the parties hereto have hereunto set their signatures as of the day, month, and year first above written.

BOARD OF EDUCATION OF MEMPHIS
CITY SCHOOLS

BY: *D. Gerry Hayes* Secretary

(Party of the First Part)

Teacher

(Party of the Second Part)

SIGN BOTH COPIES - RETURN ONE TO:
Division of Personnel Services - Room 164
2597 Avery Avenue, Memphis, TN 38112
IMMEDIATELY

Employee Performance Evaluation Process
Shelby County Schools

Midyear Evaluation Conference

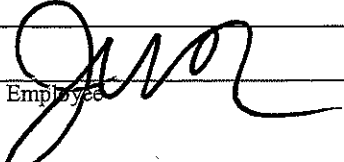
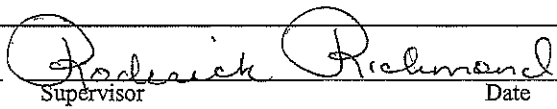
Employee: Dr. Joris Ray Date: January 29, 2014

Principal/Supervisor: Dr. Roderick Richmond School/Office: Academics

Competency	Supervisor Rating					
	1	2	3	4	5	NA
	Unacceptable	Marginal	Satisfactory	Commendable	Exceptional	
1. Quality of Work						X
• How well the employee knows...duties of position						
• How well the employee knows...how to perform duties accurately						
• Orderliness of work methods						
• Displays energy and industriousness						
• Does acceptable work (meets established performance standards; doesn't produce substandard products or services)						
2. Quantity of Work					X	
• Established according to the work considered necessary and reasonable for job and position						
• Completes work assignments						
3. Dependability					X	
• Ability of supervisor to rely on employee						
• Ability of supervisor to trust employee						
4. Interpersonal Relations (Communications)					X	
• Work relationship with other employees						
• Work relationship with supervisors, administrators						
• Work relationship with general public (parents, students)						
• Telephone, electronic and verbal communication skills						
5. Initiative					X	
• Ability to follow through on a plan without direction						
6. Attendance					X	
• Ability to be at assigned place at prescribed time for duration expected						
• Considers absences, tardies, extended lunch, and other reasons for not being at assigned place						
7. Technical Skill					X	
• Skills Set Checklist OR Job Description						
8. Professional Knowledge					X	
• Skills Set Checklist OR Job Description						
9. Problem Solving Ability					X	
• Skills Set Checklist OR Job Description						
10. Adherence to Applicable Policies, Laws, and/or Safety					X	
• Skills Set Checklist OR Job Description						

Discussion of Performance Objectives:

We discussed the initial conference, performance objectives, and EDP goals. We also discussed the three imperatives, (#2, #6, #9/10), that we will focus on as a department. In addition, we discussed program realignment.


1/30/14

1/30/14

Employee Date Supervisor Date

Employee Performance Evaluation Process
Shelby County Schools

Initial Conference

Employee: Dr. Joris Ray Date: October 15, 2013
Principal/Supervisor: Dr. Roderick Richmond School/Office: Academics

Using either the appropriate Skills Set Checklist or the employee’s Job Description, select the top five Job Performance Objectives and write them below.

Job Performance Objectives (Indicators or Benchmarks)
#2- Conduct long range planning for the design and delivery of appropriate alternative education services/best practices
#6- Collaborate with school principals and other key personnel to:.....
#10- Collaborate with the Chiefs, Executive Directors, ILDs, and Regional Superintendents to formulate academic targets.
12- Oversee departmental budget/approve program expenditures and prepare financial forms.
#13- Supervise staff and facilitate professional development opportunities

Provide a brief explanation of content discussed during the Initial Conference (i.e., explanation of the process, review of the competencies, timelines and documents to be completed)

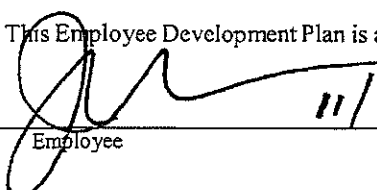
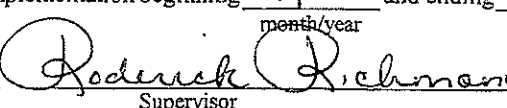
Discussion Summary
<ul style="list-style-type: none">• We discussed goals and performance objectives. We were both in agreement with the program of work and what has been outlined.• Dr. Ray will start to meet with his staff to align their work.• Department is starting to be inundated with referrals and he only has one clerical person.• Dr. Ray is working with Dr. Toarmina regarding SPED referrals.

Dr. Joris Ray

Employee Development Plan (EDP)

Create 3 – 5 performance goals from the competencies evaluated in this process. Develop SMART goals: Specific, Measurable, Attainable, Relevant, and Time Limited.

GOAL	Measure of Success
1. To oversee, observe, and facilitate the implementation of the TEM and LEM frameworks that provide actionable feedback and targeted support: a. The Teacher Evaluation and Support Framework for 100% of teachers, leading to improved school-wide instructional practices.	N= Number of certificated teachers
2. To oversee, observe, and facilitate the implementation of the TEM and LEM frameworks that provide actionable feedback and targeted support: a. The Principal Evaluation and Support Framework for 100% of principals, leading to improved school-wide instructional practices.	N= Number of Principals and assistant principals
3. To make sure that 40 percent or more of your schools have TVASS growth of level 3 or more.	40% of the schools with a growth level of 3 or more.
4. To meet or exceed the Success Rate target for all of your high schools and k-8 schools	SR of K-8 and High Schools
5. To oversee the increase of students participating in Alternative School by 10% per year.	Serving 10% more students.

This Employee Development Plan is accepted for implementation beginning 8/13 and ending 7/14
month/year month/year
 11/7/13  11/8/13
Employee Date Supervisor Date

Employee Performance Evaluation Process
Shelby County Schools

Midyear Evaluation Conference

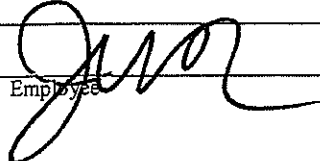
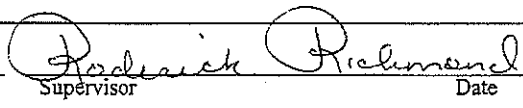
Employee: Dr. Joris Ray Date: January 29, 2014

Principal/Supervisor: Dr. Roderick Richmond School/Office: Academics

Competency	Supervisor Rating					
	1	2	3	4	5	NA
	Unacceptable	Marginal	Satisfactory	Commendable	Exceptional	
1. Quality of Work						X
• How well the employee knows...duties of position						
• How well the employee knows...how to perform duties accurately						
• Orderliness of work methods						
• Displays energy and industriousness						
• Does acceptable work (meets established performance standards; doesn't produce substandard products or services)						
2. Quantity of Work					X	
• Established according to the work considered necessary and reasonable for job and position						
• Completes work assignments						
3. Dependability					X	
• Ability of supervisor to rely on employee						
• Ability of supervisor to trust employee						
4. Interpersonal Relations (Communications)					X	
• Work relationship with other employees						
• Work relationship with supervisors, administrators						
• Work relationship with general public (parents, students)						
• Telephone, electronic and verbal communication skills						
5. Initiative					X	
• Ability to follow through on a plan without direction						
6. Attendance						
• Ability to be at assigned place at prescribed time for duration expected						
• Considers absences, tardies, extended lunch, and other reasons for not being at assigned place						
7. Technical Skill					X	
• Skills Set Checklist OR Job Description						
8. Professional Knowledge						
• Skills Set Checklist OR Job Description						
9. Problem Solving Ability						
• Skills Set Checklist OR Job Description						
10. Adherence to Applicable Policies, Laws, and/or Safety						
• Skills Set Checklist OR Job Description						

Discussion of Performance Objectives:

We discussed the initial conference, performance objectives, and EDP goals. We also discussed the three imperatives, (#2, #6, #9/10), that we will focus on as a department. In addition, we discussed program realignment.


1/30/14

1/30/14
 Employee Date Supervisor Date

Department of Performance Management
Shelby County Schools offers educational & employment opportunities without regard to race, color, religion, sex, creed, age, disability, national origin, or genetic information.

Final Conference Summative Report

Section I: Employee Information

1. Review Period:

July 1, 2013

to

June 30, 2014

2. Review Date:

May 28, 2014

3. Employee Name:

Dr. Joris Ray

4. Employee Job Title:

Director of Alternative Schools

5. Supervisor/Principal's Name:

Dr. Roderick Richmond

6. School/Office/Department :

Academic Department

7. Employee Social Security Number

Employee #19516

8. Evaluation Type:

☒ Annual

☐ Other (specify) _____

9. Current Job Performance Objectives (Indicators or Benchmarks)
2-Conduct long range planning for the design and delivery of appropriate alternative education services/ best practices
#6- Collaborate with school principals and other key personnel to:.....
#10- Collaborate with the Chiefs, Executive Directors, ILDs, and Regional Superintendents to formulate academic targets.
#12- Oversee departmental budget/a approve program expenditures and prepare financial forms.
#13- Supervise staff and facilitate professional development opportunities

Section IIa: General Competencies

Competency	Employee Rating						Supervisor Rating					
	1	2	3	4	5	NA	1	2	3	4	5	NA
1. Quality of Work										>		X
2. Quantity of Work					X						X	
3. Dependability					X						X	
4. Interpersonal Relations (Communications)					X						X	
5. Initiative					X						X	
6. Attendance					X						X	
Section IIa Score (Max 30)												28-30

Employee Performance Evaluation Process
Shelby County Schools

Comments:

Quality of Work:

Dr. Ray has done an outstanding job of leading his department this year.

Quantity of Work:

Dr. Ray has done a good job of providing oversight of Alternative Education Program.

Dependability:

Dr. Ray is very dependability.

Interpersonal Relations (Communications):

Dr. Ray communicates well and he has great interpersonal skills.

Initiative:

Dr. Ray did a good job of taking the initiative to redesign and fresh start his program.

Attendance:

Dr. Ray has a good record of attendance.

Section IIb: Job Specific Competencies													
Competency – Skills Set Checklist	Employee Rating						Supervisor Rating						
	1	2	3	4	5	NA	1	2	3	4	5	NA	
7. Technical Skill					X						X		
8. Professional Knowledge					X						X		
9. Problem Solving Ability					X						X		
10. Adherence to Applicable Policies, Laws, and/or Safety Guidelines					X						X		
Section IIb Score (Max 20)													20

Comments:

Technical Skill:

Dr. Ray continues to display good technical skills.

Professional Knowledge:

Dr. Ray has a deep understanding of the Alternative Ed. Program for students.

Problem Solving Ability:

Good job with the redesign.

Adherence to Applicable Policies, Laws, and/or Safety Guidelines:

NA

Employee Performance Evaluation Process
Shelby County Schools

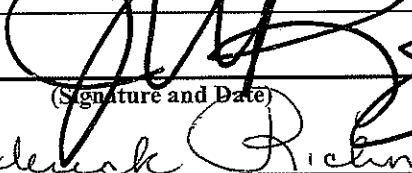
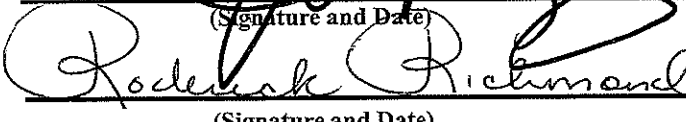
Employee: Dr. Joris Ray Date: May 28, 2014
Principal/Supervisor: Dr. Roderick Richmond School/Office: Academic Department

Section II Scores Summary	Supervisor Rating					
	1	2	3	4	5	NA
1. Quality of Work			>			X
2. Quantity of Work					X	
3. Dependability					X	
4. Interpersonal Relations (Communications)					X	
5. Initiative					X	
6. Attendance					X	
Section IIa Score (Max 30)						
7. Technical Skill					X	
8. Professional Knowledge					X	
9. Problem Solving Ability					X	
10. Adherence to Applicable Policies, Laws, and/or Safety Guidelines					X	
Section IIb Score (Max 20)						
TOTAL: Add the Supervisor's scores for Section IIa and IIb						
Final Performance Rating						
Divide the total by the number of competencies evaluated.						
Employee Development Plan						
Goals Successfully Reached						
Yes No Partially						

Recommendation (Check One):

- ☒ 5 EXCEPTIONAL Performance
☐ 4 COMMENDABLE Performance
☐ 3 SATISFACTORY Performance
☐ 2 MARGINAL Performance
☐ 1 UNACCEPTABLE Performance

COMMENTS: Keep up the good work!

Employee:	 (Signature and Date)	5-28-14
Supervisor:	 (Signature and Date)	5/28/14
Principal (if applicable):	_____ (Signature and Date)	
Reviewer	_____ (Signature and Date)	
Original to Performance Management		
Copies: Retain in School/Office		

TEACHER EVALUATION SUMMATIVE REPORT

Educator Name: Joris Ray Soc. Security #: [REDACTED]
 School Name: Kirby Middle Teaching Assignment Social Studies / Adm Asst.
 Current License/Certificate: Apprentice Academic Year: 1999-2000
 Number of Domains Identified as Required to Strengthen: 0
 Purpose for Evaluation: Tenure Eligibility

RECOMMENDATIONS: I recommend continued employment at Kirby Middle School.
I recommend advancement to professional license.

AREAS OF STRENGTH:
 1. Professional Growth Domain V
 2. Communication - verbally Domain VI

AREAS TO STRENGTHEN (Areas for Growth):
None

COMMENTS (Educator and/or Evaluator):
This teacher shows exemplary skills in many areas. If he continues to grow the sky is the limit.

The signatures below verify that the Comprehensive Assessment-Summative Report has been discussed with the educator.

Educator _____ Evaluator [Signature] Date 2-1-00

Current certificate: ☒ Apprentice Level 3 ☐ Professional License

Number Days Absent: _____ Personal Illness 1 Professional Leave _____ Other _____

Times Tardy: 0

Are you recommending the re-election of this teacher? ☒ Yes ☐ No

If applicable, are you recommending this teacher for tenure? ☒ Yes ☐ No

If applicable, are you recommending this teacher for apprentice level three? ☒ Yes ☐ No

If applicable, are you recommending this teacher for professional license? ☒ Yes ☐ No

Signature of Educator [Signature] Date _____ Signature of Evaluator [Signature] Date 2-1-00

PERSONNEL
SERVICES
00 FEB 15 PM 4:24

TEACHER EVALUATION SUMMATIVE REPORT

Educator Name: Joris Ray Soc. Security #: [REDACTED]

DOMAIN I: Planning

Indicators	Unsatisfactory	Performance Level A	Performance Level B	Performance Level C
A. Establishes appropriate instructional goals and objectives that are consistent with and reflective of the school's vision	_____	_____	_____	<u>X</u>
B. Plans instruction based upon curricula rich in content which reflects a knowledge of Memphis City Schools standards, subject matter, students, and the community	_____	_____	<u>X</u>	_____
C. Plans challenging instructional opportunities which meet the needs of a diverse student population	_____	_____	_____	<u>X</u>

COMMENTS:

0 required
Area(s) to Strengthen

DOMAIN II: Teaching Strategies

Indicators	Unsatisfactory	Performance Level A	Performance Level B	Performance Level C
A. Demonstrates an understanding of standards-based instruction through the central concepts, tools of inquiry, and structures of the discipline(s) taught and provides students access to this information through experiences which make the subject matter meaningful	_____	_____	<u>X</u>	_____
B. Understands and uses a variety of standards-based instructional strategies to encourage development of critical and creative thinking, problem solving, and performance skills	_____	_____	<u>X</u>	_____
C. Uses an understanding of both the students and standards-based curriculum to encourage active engagement in learning, positive intellectual interactions, and student ownership of the learning	_____	_____	_____	<u>X</u>

COMMENTS:

0 required
Area(s) to Strengthen

TEACHER EVALUATION SUMMATIVE REPORT

Educator Name: Joris Ray Soc. Security #: [REDACTED]
 School Name: Kibby Middle Teaching Assignment Social Studies / Adm Asst.
 Current License/Certificate: Apprentice Academic Year: 1999-2000
 Number of Domains Identified as Required to Strengthen: 0
 Purpose for Evaluation: Tenure Eligibility

RECOMMENDATIONS: I recommend continued employment at Kibby Middle School.
I recommend advancement to professional license.

AREAS OF STRENGTH:
 1. Professional Growth Domain V
 2. Communication - verbally Domain VI

AREAS TO STRENGTHEN (Areas for Growth):

None

COMMENTS (Educator and/or Evaluator):
This teacher shows exemplary skills in many areas. If he continues to grow the sky is the limit.

The signatures below verify that the Comprehensive Assessment-Summative Report has been discussed with the educator.

Educator _____ Evaluator Augy Jm Gullf Date 2-1-00

Current certificate: ☒ Apprentice Level 3 ☐ Professional License

Number Days Absent: _____ Personal Illness 1 Professional Leave _____ Other _____

Times Tardy: 0

Are you recommending the re-election of this teacher? ☒ Yes ☐ No

If applicable, are you recommending this teacher for tenure? ☒ Yes ☐ No

If applicable, are you recommending this teacher for apprentice level three? ☒ Yes ☐ No

If applicable, are you recommending this teacher for professional license? ☒ Yes ☐ No

Signature of Educator J.M. Ray Date _____ Signature of Evaluator Augy Jm Gullf Date 2-1-00

RECEIVED
 00 FEB 15 PM 4:24

TEACHER EVALUATION SUMMATIVE REPORT

Educator Name: Joris Ray Soc. Security #: [REDACTED]

DOMAIN I: Planning

Indicators	Unsatisfactory	Performance Level A	Performance Level B	Performance Level C
A. Establishes appropriate instructional goals and objectives that are consistent with and reflective of the school's vision	_____	_____	_____	<u>X</u>
B. Plans instruction based upon curricula rich in content which reflects a knowledge of Memphis City Schools standards, subject matter, students, and the community	_____	_____	<u>X</u>	_____
C. Plans challenging instructional opportunities which meet the needs of a diverse student population	_____	_____	_____	<u>X</u>

COMMENTS:

0 required
Area(s) to Strengthen

DOMAIN II: Teaching Strategies

Indicators	Unsatisfactory	Performance Level A	Performance Level B	Performance Level C
A. Demonstrates an understanding of standards-based instruction through the central concepts, tools of inquiry, and structures of the discipline(s) taught and provides students access to this information through experiences which make the subject matter meaningful	_____	_____	<u>X</u>	_____
B. Understands and uses a variety of standards-based instructional strategies to encourage development of critical and creative thinking, problem solving, and performance skills	_____	_____	<u>X</u>	_____
C. Uses an understanding of both the students and standards-based curriculum to encourage active engagement in learning, positive intellectual interactions, and student ownership of the learning	_____	_____	_____	<u>X</u>

COMMENTS:

0 required
Area(s) to Strengthen

EXECUTIVE PERFORMANCE EVALUATION PROCESS (EPEP)

EVALUATION FORM

NAME: Joris M. Ray	EVALUATOR: Dr. Alfred Hall, II
SOCIAL SECURITY#: [REDACTED]	EVALUATOR'S POSITION: Chief Academic Officer
POSITION: Academic Director	PERIOD COVERED BY EVALUATION: July 07- June 08
DIVISION: Division of Alternative Schools and Programs	

STATEMENT OF PURPOSE

To provide guidance for appropriate personnel

To provide a professional performance evaluation for the employee's personnel file

Rating Scale: 1 to 4

4 = Very Effective -- consistently exceeds stated expectations.

(Performance is noticeably better than “meets expectations”)

3 = Effective -- meets stated expectations most of the time -satisfactory, sufficient.

(Performance is professional, proficient and appropriate)

2 = Needs Improvement -- an area where stated expectations are met infrequently.

(Performance comes close to being acceptable but further development is needed)

1= Not effective -- an area where stated expectations are not met.

(Performance is clearly below acceptable level-significant improvement is required)

I. AREAS AND FACTORS TO BE CONSIDERED IN EVALUATION

1	Administrative Effectiveness (Goals, Priorities, Planning, Organization, Management) <ul style="list-style-type: none"> • Instructional leadership and principal development • Implementation of district/state mandates • Defend, analyze, monitor and manage five budgets (13.5 million dollars) • Oversee the management of District Offices (Alternative Schools, Success Schools, Adolescent Parenting, and Student Transition) • Use data for effective decision making and planning • Oversee student due process hearings • Develop alternative school initiatives to increase graduation rate, improve attendance, and reduce the number of behavioral infractions • Superintendent and Academic Leadership Team • Continue to work to address issues cited in Audit Report 	Score				
		4	3	2	1	NA

EXECUTIVE PERFORMANCE EVALUATION PROCESS (EPEP)

2	<p>Leadership (Set Strategic Direction, Effect Change, Demonstrate Attributes, Set the Example, Create Effective Work Environment, Volunteerism)</p> <ul style="list-style-type: none">Align all resources to focus on students and limit duplicationFocus all offices on data driven decisionsMaintaining positive relationship with State, local, and district leadershipFacilitate principal and teacher cluster meetingsGovernor’s Advisory Council (Alternative Schools) ChairmanState Study Council (Alternative Schools)Oversee alternative schools cross functional teamEstablish goals and benchmarks for all offices for the divisionSelected ASCD Emerging Leader	<div>Score</div> <table><tr><td>4</td><td>3</td><td>2</td><td>1</td><td>NA</td></tr></table>					4	3	2	1	NA
4	3	2	1	NA							
3	<p>Professional Growth (Staff Development, Program Development, Knowledge and Skills, Support Services, Innovation, Commitment, Efficiency, Evaluation, Results to Achieve)</p> <ul style="list-style-type: none">Executive Leaders Doctoral Program at University of MemphisEfficacy TrainingRBT TrainingDiversity TrainingExpanded placement opportunities for elementary, middle, and high school at-risk studentsDesigned and implemented transitional services for expelled and incarcerated youthPresenter at local, state, and national conferencesASCD 2009 Annual Conference Planning CommitteeASCD Leadership for Effective Advocacy and Practice Institute	<div>Score</div> <table><tr><td>4</td><td>3</td><td>2</td><td>1</td><td>NA</td></tr></table>					4	3	2	1	NA
4	3	2	1	NA							

EXECUTIVE PERFORMANCE EVALUATION PROCESS (EPEP)

4	Interpersonal Relations and Communication Skills (Relationship to Others, Cooperation, Perspective, Vigor, Initiative, Communication, Decision-Making, Social Skills)
	<ul style="list-style-type: none">• Data and Cluster Meetings• Alternative School Leadership Team• Relationship with interdepartmental leaders• Alternative Schools Parent Advisory Meeting and Workshops• Weekly Communications (Memos, Phone Calls, Emails) with Alternative School Principals• Alternative Edge Newsletter (Staff, Parents, and District Leadership)• Communication with colleagues and general public

EXECUTIVE PERFORMANCE EVALUATION PROCESS (EPEP)

II. DISTRICT STRATEGIC GOAL AREAS

1a	<p>Evaluation of Area Performance – Student Achievement (Narrative)</p> <p>Division of Alternative Schools and Programs goal is to provide instructional and social support to students in a non-traditional educational environment. The Academic Director’s responsibility is to provide instructional leadership to principals that lead to improvement in student academic achievement and behavior.</p>					
1b	<p>Evaluation of Area Performance - Student Achievement (Results)</p> <ul style="list-style-type: none"> • TCAP Results • Gateway Results • Completion rate of students taking Credit Recovery and E-Learning • Student Discipline Results • Promotion Rate • Increased student engagement • Alternative Schools Attendance Results • Service Learning Results <div style="text-align: right; margin-top: 20px;"> <p>Score</p> <table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="width: 20px; text-align: center;">4</td> <td style="width: 20px; text-align: center;">3</td> <td style="width: 20px; text-align: center;">2</td> <td style="width: 20px; text-align: center;">1</td> <td style="width: 20px; text-align: center;">NA</td> </tr> </table> </div>	4	3	2	1	NA
4	3	2	1	NA		
1c	<p>Comments</p>					

EXECUTIVE PERFORMANCE EVALUATION PROCESS (EPEP)

2a	<p>Evaluation of Area Performance – Accountability (Narrative)</p> <p>Academic Director of Alternative Schools will communicate protocols related to the procedures, guidelines for budget development, and expenditures. Will implement control processes established by MCS and federal programs to ensure fiscal responsibility. Additionally, align all budgets to limit duplication to maximize available resources.</p>										
2b	<p>Evaluation of Area Performance - Accountability (Results)</p> <ul style="list-style-type: none">Align all grants and budget expenditures with priority needs identified by various academic and non-academic data with 100% correlation by June 30, 2009To provide all stakeholders with timely, clear, and concise messages regarding the academic and operational performance of the Division of Alternative Schools <table><tr><th colspan="5">Score</th></tr><tr><td>4</td><td>3</td><td>2</td><td>1</td><td>NA</td></tr></table>	Score					4	3	2	1	NA
Score											
4	3	2	1	NA							
2c	<p>Comments</p>										

EXECUTIVE PERFORMANCE EVALUATION PROCESS (EPEP)

3a	<p>Evaluation of Area Performance – Parent and Community Involvement (Narrative)</p> <p>The Academic Director will assist principals and coordinators in establishing partnerships with businesses, institutions of higher learning, community agencies, organization and groups to support student academic achievement.</p>										
3b	<p>Evaluation of Area Performance - Parent and Community Involvement (Results)</p> <ul style="list-style-type: none">• Established Community Service Partnership (MIFA, Union Mission, City of Memphis Park Commission, etc.)• Division of Alternative Schools Parent Meetings• Increased number of student community service opportunities• Service Learning Partnerships (Locals schools, Memphis Zoo, Pink Palace, City of Memphis Beautification Center• Speakers and Community Volunteers• Addressing and Resolving Parental and Community Complaints• Monitor School Based Decision Making Councils at each school• Various community rallies <table><tr><th colspan="5">Score</th></tr><tr><td>4</td><td>3</td><td>2</td><td>1</td><td>NA</td></tr></table>	Score					4	3	2	1	NA
Score											
4	3	2	1	NA							
3c	<p>Comments</p>										

EXECUTIVE PERFORMANCE EVALUATION PROCESS (EPEP)

4a	<p>Evaluation of Area Performance –Healthy Youth Development (Narrative)</p> <p>The Academic Director of Alternative Schools will focus on developing positive student behavior and leadership by exposing students to various aspects of character education, service learning projects, clubs, and additional learning opportunities.</p>										
4b	<p>Evaluation of Area Performance - Healthy Youth Development (Results)</p> <ul style="list-style-type: none">• Monitor character education groups• After school tutorial program• Intramural sports• Service Learning Projects• Extended Year• Drug, Gang, and Violence Education• Career Development and Job Readiness Skills• Parental Classes (Teen Mothers) <table><tr><th colspan="5">Score</th></tr><tr><td>4</td><td>3</td><td>2</td><td>1</td><td>NA</td></tr></table>	Score					4	3	2	1	NA
Score											
4	3	2	1	NA							
4c	<p>Comments</p>										

EXECUTIVE PERFORMANCE EVALUATION PROCESS (EPEP)

5a	<p>Evaluation of Area Performance – Safety (Narrative)</p> <p>The Academic Director of Alternative Schools will monitor district data relate to safety and the learning environment. Will create alternate school options for students that need a non-traditional learning environment.</p>										
5b	<p>Evaluation of Area Performance - Safety (Results)</p> <ul style="list-style-type: none">• School Climate data• School Discipline data• Reduce the number of expelled students who do not attend an alternative school• Gang, violence, and drug education to expelled students• Increased and expand opportunities for non-expelled students to attend a non-traditional school• Student Transition Plan developed and monitored in coordination with receiving principal• Determine appropriate educational setting for incarcerated students returning• Cross Functional (Walk-through Feedback) <table><tr><th colspan="5">Score</th></tr><tr><td>4</td><td>3</td><td>2</td><td>1</td><td>NA</td></tr></table>	Score					4	3	2	1	NA
Score											
4	3	2	1	NA							
5c	<p>Comments</p> <ul style="list-style-type: none">▪ Continue working with Student Support, Security Services, and Academic Superintendents to address system-wide safety issues and concerns.▪ Difficult to be proactive when only serve students after offenses have been committed.										

EXECUTIVE PERFORMANCE EVALUATION PROCESS (EPEP)

6a	<p>Evaluation of Area Performance – Diversity (Narrative)</p> <p>The Academic Director will ensure that diversity is recognized and valued through-out the school community. All division and school events should be designed address the diverse population of the school.</p>										
6b	<p>Evaluation of Area Performance - Diversity (Results)</p> <ul style="list-style-type: none">• Diversity Training• Staff available for interpretation• Printed materials in subgroup languages• Provide educational opportunities for all subgroups to achieve academically <table><tr><th colspan="5">Score</th></tr><tr><td>4</td><td>3</td><td>2</td><td>1</td><td>NA</td></tr></table>	Score					4	3	2	1	NA
Score											
4	3	2	1	NA							
6c	<p>Comments</p>										

EXECUTIVE PERFORMANCE EVALUATION PROCESS (EPEP)

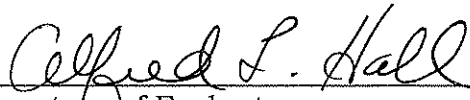
III. OVERALL RATING SCORE

	<p>Calculation of Overall Score:</p> <ul style="list-style-type: none">✚ Add all of the Scores for each Evaluative Area (Maximum 40 Points Minimum 10 Points)✚ Divide the Total Score by the Number of Evaluative Areas (Do not count the areas that was deemed Not Applicable) (Number of Evaluative Areas must be 10 or less)✚ Maximum Score: 4.00 Minimum Score: 0.00 <p>Total for Each Evaluative Area/# of Evaluative Area = Overall Score</p> <p><u>Rating Scale: 1 to 4</u></p> <p>4 = Very Effective -- consistently exceeds stated expectations. (Performance is noticeably better than "meets expectations")</p> <p>3 = Effective -- meets stated expectations most of the time -satisfactory, sufficient. (Performance is professional, proficient and appropriate)</p> <p>2 = Needs Improvement -- an area where stated expectations are met infrequently. (Performance comes close to being acceptable but further development is needed)</p> <p>1= Not effective -- an area where stated expectations are not met. (Performance is clearly below acceptable level-significant improvement is required)</p> <p>Overall Score: 3.4</p>
--	---

EXECUTIVE PERFORMANCE EVALUATION PROCESS (EPEP)

III. RECOMMENDATION

1.	<p>Recommendation: {Select One Only}</p> <p><input checked="" type="checkbox"/> Promote to Next Level*</p> <p><input type="checkbox"/> Retain in Current Position (Groom for Higher Level Responsibilities)*</p> <p><input type="checkbox"/> Retain in Current Position</p> <p><input type="checkbox"/> Retain in Current Position (With Intervention)</p> <p><input type="checkbox"/> Remove from Current Position (Demotion)</p> <p><input type="checkbox"/> Remove from District Administration</p> <p>* An Evaluation recommendation for promotion does not obligate the district to promote an employee.</p>
----	--

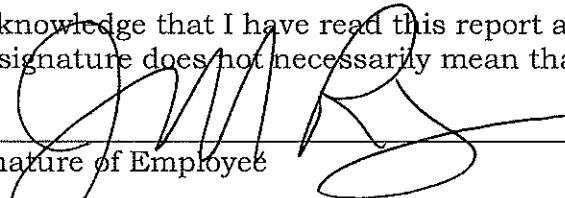


Signature of Evaluator

6/19/08

Date

I acknowledge that I have read this report and that I have been given an opportunity to discuss it with the evaluator.
My signature does not necessarily mean that I agree with the report.



Signature of Employee

6/19/08

Date

Distribution
Human Resources (1)

Evaluator (1)

Employee (1)

SHREVE COUNTY SCHOOLS
FORMATIVE/SUMMATIVE EVALUATION FORM

TEACHERS, MUSIC, ART, P.E., VOCATIONAL, SPECIAL
EDUCATION

CHAPTER I TEACHERS, SPEECH THERAPISTS

INSTRUCTIONS: FORMATIVE EVALUATION - COMPLETE SECTIONS I-IV AND VI
SUMMATIVE EVALUATION - COMPLETE ENTIRE FORM

Type of Evaluation

Formative Observation

School Year

☐ Formative ☒ Summative

☐ 1 ☐ 2 ☐ 3

1997/98

School

Social Security #

Last Name

First Name

Assignment

Kirby Middle

RAY

JORIS

8TH/S.S.

Rating Scale: 5 - Outstanding 4 - Commendable 3 - Satisfactory 2 - Needs Improvement 1 - Unsatisfactory

I. PREPARES FOR INSTRUCTION EFFECTIVELY

DOMAIN MEAN

- A. Establishes appropriate instructional goals and related objectives consistent with curriculum
- B. Prepares instructional plans and materials incorporating principles of effective instruction
- C. Creates, selects or modifies instructional plans and materials to accommodate learner instruction levels

4.0

4.0

4.0

4.0

II. USES TEACHING STRATEGIES AND PROCEDURES APPROPRIATE TO THE OBJECTIVES AND LEARNERS

- A. Provides a clear description of the learning task and its content
- B. Monitors learner understanding and reteaches as necessary
- C. Provides learners appropriate practice and review
- D. Establishes and maintains learner involvement in the learning process
- E. Special Education/Speech Therapist/Chapter I ONLY
Integrates and facilitates individual educational programs

4.1

4.3

4.0

3.9

4.1

III. USES EVALUATION TO IMPROVE INSTRUCTION

- A. Uses information about learner performance to improve the instructional process
- B. Reports learner status and progress to learners and their parents

4.0

4.0

4.0

V. MANAGES CLASSROOM ACTIVITIES EFFECTIVELY

- A. Establishes and maintains appropriate learner behavior
- B. Establishes and maintains a classroom climate conducive to learning
- C. Makes effective use of classroom resources

4.3

4.2

4.0

4.2

V. ESTABLISHES AND MAINTAINS PROFESSIONAL LEADERSHIP ROLE

- A. Improves professional skills and knowledge
- B. Takes a leadership role in improving education
- C. Performs professional responsibilities efficiently

4.0

4.0

4.5

4.2

DOMAIN MEAN

RAY, JORIS

Formative Post-Observation Conference*

	Date
1.	November 7, 1997
2.	November 25, 1997
3.	December 18, 1997

	Evaluator
1.	BELL
2.	WILKES
3.	WILKES

Teacher information Gathering Form

Date
January 22, 1998

Evaluator
PERCOSKI

Developmental Plan

Date
January 22, 1998

Evaluator
PERCOSKI

Mentors: (Signatures not required.)

FLACK

* Post-observation conference includes pre-conference, analysis of unit and/or lesson plan, classroom observation, and post-conference.



MEMBERSHIP FORM

TENNESSEE CONSOLIDATED RETIREMENT SYSTEM
10th Floor Andrew Jackson State Office Building
Nashville, TN 37243-0230
(615) 741-4868

Type or print legibly in BLACK Ink. The payroll/personnel officer must complete the shaded areas. Not to be used as a Change of Beneficiary Form.

Member Information

Social Security Number	[REDACTED]	Birth Date	[REDACTED]
Last Name	RAY	First Name	Joris
Address	[REDACTED]	Sex	Male
City	[REDACTED]		
Home Telephone	[REDACTED]	Work Telephone	(901) 325-7900
Membership Date	8 / 11 / 97	Department Code	99. 079
Salary	\$2,897.10 / Per Month	Employment (check one)	<input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time
Status	<input checked="" type="checkbox"/> Regular <input type="checkbox"/> Seasonal <input type="checkbox"/> Temporary <input type="checkbox"/> Interim <input type="checkbox"/> Emergency	Employment Date	8 / 11 / 97
If teacher, total months worked per year	<input checked="" type="checkbox"/> 10 <input type="checkbox"/> 12	Title of Position	Teacher
First deduction will be made	08 / 22 / 97	Payroll Officer	Pamela Motley
		Telephone #	901-325-7900

Previous Employment—Fill out this section if you have ever been a member of any state or local retirement system.

Name of retirement system(s) other than TCRS	
Name(s) under which you were listed	
Have you ever been refunded your contributions with the TCRS?	

Beneficiary Designation

Last Name	First Name	Relationship	Sex	Birth Date	Social Security No.
Ray	Charles	Father	Male	[REDACTED]	[REDACTED]
Pettis	Amber	Niece	Female	[REDACTED]	[REDACTED]
Ray	Loila	Mother	Female	[REDACTED]	[REDACTED]

Name of Institution or Estate	Taxpayer I.D.	Address

Signature of Member	Date
[Signature]	7/18/97

The laws governing TCRS provide that you may designate more than one person as your beneficiary. For TCRS purposes, the term "person" means any individual, firm, organization, partnership, association, corporation, estate, or trust. ESTATES, MULTIPLE BENEFICIARIES, AND INSTITUTIONS ARE ELIGIBLE FOR LUMP-SUM DISTRIBUTIONS ONLY. IF YOU LIST TWO OR MORE PERSONS, YOU HAVE NAMED MULTIPLE BENEFICIARIES AND THEY MAY SHARE EQUALLY IN ANY LUMP-SUM PAYMENT. IF YOU HAVE NEVER MADE CONTRIBUTIONS TO TCRS, NO LUMP-SUM PAYMENT WILL BE MADE AND YOUR SPOUSE MAY BE THE ONLY PERSON ELIGIBLE FOR ANY TYPE DEATH BENEFIT. Certain types of death benefits are payable only to a surviving spouse, provided such spouse is the only person named as beneficiary. If you name your spouse as beneficiary, he or she may be entitled to monthly benefits should you die in service. (Secondary or contingent beneficiaries are not permitted.) Contact the TCRS office if you have any questions. If available, I elect Option 1 for my beneficiary in the event of my death. I, the member, revoke any previous beneficiary nominations and direct that the above designation supersede any previously filed; provided, however, in the event I named my spouse and another person or persons as beneficiary herein and no death benefit is payable as a result thereof, I direct TCRS to revoke such designation and substitute my spouse instead as sole beneficiary.

STATE OF TENNESSEE
COUNTY OF Shelby

Joris Ray personally appeared before me on this the 18th day of July, 1997, who makes oath that (he) (she) executed the foregoing instrument.

(NOTARY SEAL)

My Commission Expires: Nov. 7, 2000

DEPARTMENT OF HUMAN RESOURCES
EMPLOYMENT ACTIVITY SHEET

NAME Jonis Rang
SOCIAL SEC. NO. [REDACTED]
POSITION/EMPLOY. ACTIVITY Promotion - Director
EFFECTIVE DATE 7/17/06
COMPANY Same
PAY FREQUENCY Same
UNION CODE _____
JOB CATEGORY _____
JOB CODE _____
SALARY GRADE/STEP 140-00
SALARY \$3375
SUPPLEMENT(S) _____
HED 350/352 SAME
HED 351 SAME
LOCATION SAME
BUDGETARY CODING SAME
COMMENTS _____

Should receive mileage allowance
\$162 / pay check

Memphis City Schools
Department of Personnel Services
2597 Avery Avenue
Memphis, TN 38112

Dear Sir:

I am requesting to see the Personnel Record of the following employee(s), which is a matter of public record:

NAME _____

→ Juanita Thompson
→ Joris Ray
Cynodi Maria
Carmelita Mills

Michał B. Luski
Signature

The Commercial Agency
Agency

7/12/01
Date

(The employee will be notified of the name of the individual viewing his/her personnel record and the date shown).

THIS COPY SHOULD BE RETURNED TO THE TEACHER WHEN THE TEACHER LEAVES THE SCHOOL SYSTEM.

TEACHER NAME JORIS M. RAY	TEACHER NO. [REDACTED]
1. 401	ISSUED 07 01 98
	EXPIRES 08 31 2003
	TYPE 22 AT
	EDUCATION MASTER'S

300-02 Dept.
1350.13-1463.08
35,114

Loaded
6-14-00

STATE OF TENNESSEE
DEPARTMENT OF EDUCATION

SUPERINTENDENT'S COPY
JORIS M. RAY

THE PERSON WHOSE NAME APPEARS ON THIS DOCUMENT HAS MET ALL THE REQUIREMENTS ESTABLISHED BY THE STATE BOARD OF EDUCATION AND IS AUTHORIZED TO SERVE IN THE PUBLIC SCHOOLS OF TENNESSEE AS INDICATED BY THE ENDORSEMENT CODES PRINTED HEREON.



Don Sundquist
GOVERNOR

E. Vernon Coffey
COMMISSIONER OF EDUCATION

THIS COPY SHOULD BE RETURNED TO THE TEACHER WHEN THE TEACHER LEAVES THE SCHOOL SYSTEM.

TEACHER NAME JORIS M. RAY	TEACHER NO. [REDACTED]
1. 483	ISSUED 05 09 03
	EXPIRES 08 31 2013
	TYPE 18 PAL
	EDUCATION MASTER'S

STATE OF TENNESSEE
DEPARTMENT OF EDUCATION

SUPERINTENDENT'S COPY
JORIS M. RAY

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Phil Bredesen
GOVERNOR

Dana C. Seixers
COMMISSIONER OF EDUCATION

THIS COPY SHOULD BE RETURNED TO THE TEACHER WHEN THE TEACHER LEAVES THE SCHOOL SYSTEM.

TEACHER NAME JORIS M. RAY	TEACHER NO. [REDACTED]
1. 481	ISSUED 05 19 00
	EXPIRES 08 31 2005
	TYPE 17 BAL
	EDUCATION MASTER'S

STATE OF TENNESSEE
DEPARTMENT OF EDUCATION

SUPERINTENDENT'S COPY
JORIS M. RAY

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Don Sundquist
GOVERNOR

E. Vernon Coffey
COMMISSIONER OF EDUCATION

THIS COPY SHOULD BE RETURNED TO THE TEACHER WHEN THE TEACHER LEAVES THE SCHOOL SYSTEM.

TEACHER NAME JORIS M. RAY	TEACHER NO. [REDACTED]
1. 401	ISSUED 07 01 98
	EXPIRES 08 31 2003
	TYPE 22 AT
	EDUCATION BACHELOR'S

STATE OF TENNESSEE
DEPARTMENT OF EDUCATION

SUPERINTENDENT'S COPY
JORIS M. RAY
[REDACTED]

THE PERSON WHOSE NAME APPEARS ON THIS DOCUMENT HAS MET ALL THE REQUIREMENTS ESTABLISHED BY THE STATE BOARD OF EDUCATION AND IS AUTHORIZED TO SERVE IN THE PUBLIC SCHOOLS OF TENNESSEE AS INDICATED BY THE ENDORSEMENT CODES PRINTED HEREON.

Don Sundquist
GOVERNOR

Jane Patton
COMMISSIONER OF EDUCATION

THIS COPY SHOULD BE RETURNED TO THE TEACHER WHEN THE TEACHER LEAVES THE SCHOOL SYSTEM.

TEACHER NAME JORIS M. RAY	TEACHER NO. [REDACTED]
1. 401	ISSUED 01 30 97
	EXPIRES 08 31 2001
	TYPE 21 PT
	EDUCATION BACHELOR'S

STATE OF TENNESSEE
DEPARTMENT OF EDUCATION

SUPERINTENDENT'S COPY
JORIS M. RAY
[REDACTED]

THE PERSON WHOSE NAME APPEARS ON THIS DOCUMENT HAS MET ALL THE REQUIREMENTS ESTABLISHED BY THE STATE BOARD OF EDUCATION AND IS AUTHORIZED TO SERVE IN THE PUBLIC SCHOOLS OF TENNESSEE AS INDICATED BY THE ENDORSEMENT CODES PRINTED HEREON.

Don Sundquist
GOVERNOR

Jane Patton
COMMISSIONER OF EDUCATION



File Edit View Bookmarks Actions Go HR Benefits Payroll IA Tools Custom Help

* XMCS * EF * EE2 * 05 * XSC * 40 * HH * HHI * XGG * GGI * HL * XLF * XLC * XLA * PH * XPT * PJI >>



Recruit and Select Employees

Rehire, Reinstatement, and Employment

Manage Employee Attendance

Manage Terminations, Leaves and Resignations

Maintain Employee Details

Maintain Additional Employee Details

Maintain Dependent Details

Dependent Information

MCS EMPLOYMENT HISTORY

RAY JORIS

SC	DATE	ACTIVITY/CHANGE		NEW STATUS			
ZC	08-11-1997	00C NEW-ANNEX-SAL REG FT		01 ACTIVE-SALRD-REG-F/T			
SC	DATE	JOB CODE CHANGE		JOB CODE AND DESCRIPTION			
ZD	07-01-2006	130	Promotion	000102	6200	DIRECTOR,ALTERNATIVE PROG	
ZD	08-12-2002	130	Promotion	000105	6000	COOR-ALTERNATIVE PROGRAMS	
ZD	07-17-2000	130	Promotion	000201	0200	ASSISTANT PRINCIPAL-SECON	
ZD	05-06-2000	122	TRAINING-INCREASE	000202	0502	CLASSROOM TEACHER-SECONDA	
ZD	08-16-1999	A02	New Hire	000202	0501	CLASSROOM TEACHER-SECONDA	
SC	DATE	LOCATION CHANGE		LOC	CHK	J-C / EXT	GRD-STP
ZR	07-01-2006	C06	CHG-TO-SAL GRADE	0907		0102 6200	14000
ZR	07-01-2005	C07	CHG-TO-STEP	0907		0105 6000	13001
ZR	08-12-2004	C07	CHG-TO-STEP	0907		0105 6000	13001
ZR	07-01-2004	C07	CHG-TO-STEP	0907		0105 6000	13000
ZR	08-12-2002	C05	CHG-TO-JOB CODE	0907		0105 6000	13000

PRODUCTION 5.1

CYBORG

XMCSFI Session 0036 Org: 888801 Employee: [REDACTED]

Pat -
For your info.
Gerrie



2597 Avery Avenue • Memphis, Tennessee 38112-4892 • (901) 325-5300

Ray, Joris

Loaded
7/27/00GA

June 13, 2000

Mr. Bob Mathes
Personnel Services
Room 164

Dear Mr. Mathes:

I am writing to notify you of the selection of an assistant principal. The committee selected Mr. Joris Ray. The committee consisted of Ms. Betty Parks, Ms. Gloria Golden, Ms. Georgine Christian, Ms. Sheila Colvin, Mr. Daniel Jack, and myself. Please accept our selection. Thanks for your assistance.

Sincerely,

Greg McCullough

Principal
Kirby Middle School

$$310-2 \text{ to } 310-3 = \frac{1854.05}{1792.75 (B)}$$

$$1792.75 \times 24 \div 26 + 4\% = \$ \frac{1721.04}{1780}$$

$$JC = 0201 \ 0200 \checkmark$$

$$SG = 630 \checkmark$$

$$Step = 0 \checkmark$$

$$Sal = \$ \frac{2095}{2158} \checkmark$$

$$\text{Union Code} = \text{MEAAP} \checkmark$$

$$\text{Job Cat} = 04A \checkmark$$

Holds 481

Viv
NTE scores on record

$$HED \ 350/352 = .47 \checkmark$$

$$HED \ 351 = .46 \checkmark$$

$$XCG \ 51 = 1000 - 110 - 2410 \checkmark$$

$$888801 \checkmark$$

$$Eff. \ 7-17-00 \checkmark$$

00 JUN 13 AM 10:06
PERSONNEL
SERVICES



The University of Memphis

Office of the Registrar
Memphis, TN 38152 (901) 678-2671

Name: Joris Marquis Ray
Student Number: [REDACTED]

/Date of Birth

RECEIVED
JAN 24 1997
PERSONNEL DIVISION

Course Number	Course Title	Grade	Sem Hrs	Quality Points	Course Number	Course Title	Grade	Sem Hrs	Quality Points
Official Undergraduate Academic Record					Spring 1994				
Degrees Awarded:					COMM-2381	ORAL COMMUNICATION	C	3.00	6.00
Bachelor of Science in Education					ECON-2110	INTRO MACROECONOMICS	D	3.00	3.00
The College of Education					ISDS-2710	BUSINESS STATISTICS I	C	3.00	6.00
Major: Human Development & Learning, with					ISDS-2750	MGMT INFO COMPTER APPL	D	3.00	3.00
concentration in Elementary Education					POLS-1101	INTRO ANG POL THGT	B	3.00	9.00
(1-8 licensure)					Summer 1994				
Cum GPA: 2.652					GEOG-1401	INTRO CULTURAL GEOG	C	3.00	6.00
NCATE					HIST-1301	WORLD CIVIL I	B	3.00	9.00
Fall 1992					PHYS-1010	INTRODUCTORY PHYSICS	W	(3.00)	
Admitted Program:					SOCI-3831	MARRIAGE AND FAMILY	C	3.00	6.00
The College of Education					Fall 1994				
Bachelor of Science in Education					BIOL-1051	HUMAN PERSPECTIVE I	B	3.00	9.00
Major: Human Development & Learning					EDPR-2111	DVLPMNT ACROSS LIFESPAN	B	3.00	9.00
MGMT-1010 INTRO TO BUSINESS					ICL-2601	CLINICAL EXPERIENCE	A	1.00	4.00
R&DS-0810 DVLPMNTL COMPOSITION					LEAD-2010	SCHOOL MLTCLTRL SET	C	3.00	6.00
R&DS-0821 DEVELOP ALGEBRA II					POLS-1100	AMERICAN GOVERNMENT	A	3.00	12.00
R&DS-0830 DVLPMNTL STUDY SKILLS					SPED-2000	INTRO EXCEPTNL LEARNERS	A	3.00	12.00
R&DS-0840 DVLPMNTL READING SKILLS					Spring 1995				
Spring 1993					CCFA-3001	ARTS IN EDUCATION	B	3.00	9.00
ENGL-1101 ENGLISH COMPOSITION					HLTH-3306	SCHL HLTH/SETY/FRST AID	B	3.00	9.00
GEOL-1101 PHYSICAL GEOLOGY					ICL-3000	PRINCIPLES OF TEACHNG	A	3.00	12.00
HPER-1100 CONCEPTS/FITN & WELLNSS					ICL-3511	SCHL AND COMMUNITY REL	B	3.00	9.00
MATH-1211 COLLEGE ALGEBRA					PHED-3604	TECHG PE GRADES K-ELEM	B	2.00	6.00
PHED-1923 VOLLEYBALL					SOCI-3432	SOCIOLOGY OF GENDER	B	3.00	9.00
Summer 1993					Summer 1995				
ENGL-1102 ENGLISH COMP/ANALYSIS					Concentration Changed To:				
HIST-2602 THE U S SINCE 1877					Human Development & Learning, with				
MATH-1211 COLLEGE ALGEBRA					concentration in Human				
SOCI-1111 INTRODUCTORY SOCIOLOGY					Learning-Licensure				
Fall 1993					ICL-3600 ASPECTNS INSTR MEDIA				
ART-1101 INTRO TO ART					PHIL-1102 VALUES/MODERN WORLD				
ENGL-2202 LIT HRPG: AFRICAN-AMER					PHYS-1010 INTRODUCTORY PHYSICS				
GEOG-1101 INTRO EARTH SC W/C					SOCI-3422 RACL/ ETHNC MINORITIES				
MATH-1312 ELEMENTARY CALCULUS					NO FURTHER ENTRIES THIS COLUMN				
SOCI-1111 INTRODUCTORY SOCIOLOGY									
NO FURTHER ENTRIES THIS COLUMN									

FEDERAL LAW PROHIBITS ACCESS TO THIS RECORD BY ANY PARTY WITHOUT WRITTEN CONSENT OF THE STUDENT.

Official transcripts bear an authorized signature.

An engraved seal is not required.

Official transcripts are printed on security paper.

Noel A. Schwartz
Registrar 01-22-95

Shelby County Bd of Educ (ns)
160 S. Hollywood
Memphis TN 38142

PAGE 1 OF 2



The University of Memphis

Office of the Registrar
Memphis, TN 38152 (901) 678-2671

Name: Joris Margulis Ray

Student Number: [REDACTED]

/Date of Birth: [REDACTED]

Course Number	Course Title	Grade	Sem	Quality Points	Course Number	Course Title	Grade	Sem	Quality Points
Fall 1995									
Concentration Changed To: Human Development & Learning, with concentration in Elementary Education (1-8 Licensure)									
EDPR-3302	CHLD/ADOL DVLPMT	C	3.00	6.00					
ELED-3251	TCHG METH SCIENCE: MATH	W	(3.00)						
ELED-3261	TCHG METH SCI: SCIENCE	B	3.00	9.00					
ELED-4242	LITERACY AND LANGUAGE	B	6.00	18.00					
ICL-3501	CLASSROOM MANAGEMENT	B	3.00	9.00					
Spring 1996									
EDPR-3121	COGNITIVE PROCESSES	C	3.00	6.00					
ELED-3251	TCHG METH SCIENCE: MATH	A	3.00	12.00					
ELED-3271	TCH METH SCI: SOC STD	B	3.00	9.00					
ELED-4344	LITERACY MIDDLE GRADES	B	3.00	9.00					
Fall 1996									
ICL-4800	PROFESSIONAL SEMINAR	A	3.00	12.00					
ICL-4904	STUNT TCHNG/GRADES 1-8	S	9.00						
Requirements completed for Bachelor of Science in Education									
END OF Undergraduate Academic Record									
U - Undergraduate college level statistics									
UJ - Combined undergraduate college and Remedial/Developmental statistics									
	AHRS	EHRS	QHRS	QPTS	GPA				
U Current	12.00	12.00	3.00	12.00	4.000				
UJ Current	12.00	12.00	3.00	12.00	4.000				
U HE Cum	159.00	147.00	138.00	366.00	2.552				
UJ HE Cum	171.00	159.00	150.00	402.00	2.680				

FEDERAL LAW PROHIBITS ACCESS TO THIS RECORD BY ANY PARTY WITHOUT WRITTEN CONSENT OF THE STUDENT.

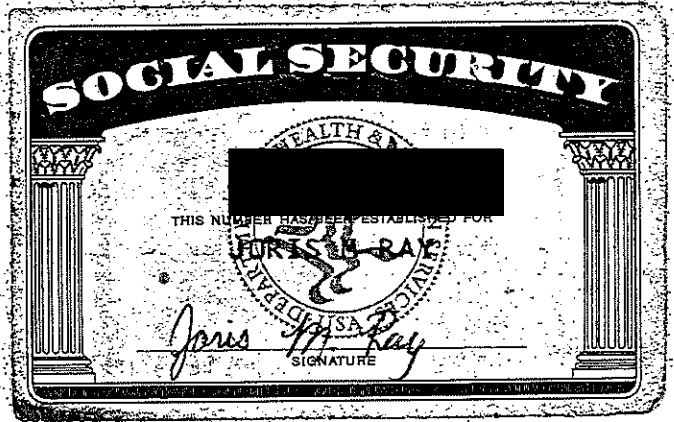
Official transcripts bear an authorized signature.

An engraved seal is not required.

Official transcripts are printed on security paper.

Mark A. Schwartz
Registrar 01-22-90

Shelby County B'd of Educ (ns) PAGE 2 OF 2
160 S Hollywood
Memphis TN 38112



file only

Assignment Sheet

Position Information

*PCN:
40611

Assignment Code:

*Location/Cost Center:
Academic Operations & School Support

*Location Code:
10030

*Job Title:
Chief of Academic Operations & School Support

Grade Level:

Recommendation Information

*Movement Type:
Promotion

*Employee Name:
Joris Ray

*SSN:
[REDACTED]

Employee ID:
19516

Years of Experience:

Gender:
Male

Race:
Black or African American (not Hispanic or Latino)

*Birth Date:
[REDACTED]

Street Address:
[REDACTED]

City:
[REDACTED]

State:
[REDACTED]

Zip:
[REDACTED]

Home Phone:

Email:

Background Requested Date

Background Cleared Date

Background Print Date

Results/Indication

Comments:

Hire Information

*Position Type:
Primary

*Salary Basis:
Annual

*Base Rate:
\$160,000.00

*Effective Date:
September 24, 2018

Interim End:

*Row/Step:
19/19



OFFICE OF HUMAN RESOURCES

160 South Hollywood Street • Memphis, TN 38112 • (901) 416-5344 • (901) 416-9950 •
www.scsk12.org

October 31, 2018

Joris Ray
[REDACTED]

Dear Dr. Ray,

On behalf of Superintendent Dorsey E. Hopson II, we are pleased to confirm your acceptance of employment as Chief of School Operations with Shelby County Schools. This position falls within the Office of Chief of School Operations and reports directly to the Superintendent.

You will be paid on a bi-weekly basis and your annual salary will be \$ 160,000.00. Your official start date in this role is September 24, 2018.

As part of your total compensation package, you will receive an additional 20 days of vacation and access to a District-owned vehicle. Additional information on fringe benefits will be provided in the very near future.

Please sign below to indicate your official acceptance of the position. If you have any questions about this offer, please contact me at 901-416-5430.

We are very excited you chose to join our team and look forward to your outstanding leadership in the district.

Regards,

Trinette Small

Trinette Small
Chief of Human Resources

Please indicate one, with an "X":

☒ I accept this offer ☐ I decline this offer

☒ I accept access to District-owned vehicle ☐ I decline access to District-owned vehicle



Signature